



Digitized by the Internet Archive
in 2025 with funding from
Boston Public Library

<https://archive.org/details/townofneedhamann1995need>



Lest We Forget

Pearl Harbor • Roosevelt • Wake Island •
United Nations • Bataan • MacArthur • Nimitz •
Doolittle Raid • Coral Sea • Corregidor •
Midway • Aleutian Islands • Guadalcanal •
Eisenhower • New Guinea • North African
Campaign • Warsaw Ghetto • Sicily • Ploesti •
Bougainville • Tarawa • Big Three • Holocaust •
Anzio • Eniwetok • Rome • Normandy/D-Day •
Saipan • Battle of the Philippine Sea • Guam •
Paris • Leyte • Battle of the Bulge • Luzon •
Manila • Yalta Conference • Iwo Jima • Tokyo
Raid • Remagen • Mindanao • Okinawa • Berlin •
Truman • V-E Day • Liberation of Death
Camps • Potsdam Conference • Atomic Bomb •
Hiroshima/Nagasaki • V-J Day

**50th
Anniversary
of
World War II
1991-1995**

NEEDHAM 1995

ANNUAL TOWN REPORT

RETIREMENTS

Name	Department	Years of service
Jean E. Blum	Hospital	15
Charles Boston	School	16
Evelyn M. Brown	Hospital	26
Richard Canning	School	17
Diana Casey	School	10
Frank Casilio	Public Works	16
Margaret J. Clark	Hospital	19
Martin Conneely	Public Works	25
Ruth Dorrwachter	Hospital	13
Arthur Douglas	Police	32
Richard W. Feeley	Fire	30
Frank Ficcardi	Fire	31
Carol A. Foster	Hospital	20
H. Phillip Garrity, Jr.	Town	22
John J. Gill	Town	18
Thomas Houlihan	School	24
Ines Kellner	School	20
John F. Kelly, Jr.	Public Works	22
Claudette Lefevre	Hospital	21
Daniel L. Leone	Hospital	14
Mary J. Lovett	Hospital	11
Paula J. MacRae	Hospital	21
Maxine E. Marcus	Hospital	21
Rose Marie Myers	Hospital	24
Sarah O'Neal	Hospital	30
Marie G. Patterson	Hospital	11
David Percy	Hospital	11
Mary Louise Pearson	School	22
Nancy M. Porter	Hospital	16
George Scott	Public Works	33
Diane K. Sheedy	Hospital	16
John W. Taylor	Publics Works	28
Victoria Wanat	School	18
Pauline E. White	Hospital	16
Nancy Wilder	Hospital	16
Charles Zambito	Public Works	36

IN MEMORIAM...

Madolyn Bradbury	Hospital	11
John Collela	School	12
Diane Collins	Town	16
Angelina Corti	School	14
Patricia Dewey	School	24
Beatrice Faust	Public Works	7
Donald Griffin	Town	15
Helen Hartshorn	Town	10
George Henault	School	15
Leona Keller	Town	20
Francis Marion	Public Works	16
H. Gordon Martin	Public Works	31
Francis McGeever	Public Works	31
Salvatore Rizzo	Hospital	13
Kenneth Soule	Public Works	25
Celia Stupak	Police	19
Arthur Thayer	Town	11

Committee Carl F. Valente, Jane A. Howard

Photographer David Rains

Appreciation is extended to Henry Hicks, Carol Boulris, Chairman of the Needham World War II Commemorative Committee and her Committee for their help with the special feature "A Grateful Town Remembers" and to Camilla Broderick for her work on the Yellow Pages. The Annual Town Report Committee thanks Theodra K. Eaton and her staff and the Town Department Heads and Committee Chairmen for their assistance with the compilation of lists in the Reference section.



A GRATEFUL TOWN REMEMBERS

ring the 50th anniversary of World War II, Needham served as an official commemorative community under the United States Defense Department program called "A Grateful Nation remembers". The mandate of the local committee, established by the Board of Selectmen on May 26, 1992, was to honor WW II veterans and their families, recognize the contributions of citizens on the homefront and provide townspeople with an historical appreciation of that war and the lessons it taught.

Beginning with the Concord Alarm of 1775, Needham has responded to every national crisis. World War II was to be no exception. A look at Needham 50 years ago shows a small town caught in home front war efforts, with its citizens living under the pressures of an uncertain future, rationing, price and wage controls and blackouts.

With a population of about 14,000, some 1600 were in the Allied and U.S. Armed Forces. Needham's then considerable industry was mobilized in war-related production. The William Greiner Co. won several awards for production efficiency. The town also produced medical stockings and medical supplies for many Needhamites and employment in industry by defense-related industries.

In the summer of 1940, newspapers contained predictions of the coming war. A defense committee was formed to assist in recruiting.

There were "Aid to the Allies" meetings; and residents participated in the "Bundles for Britain" program, donating food and clothing. The town adopted 19 English refugee children from the London blitz. They entered our schools, with the remaining until 1944. Civilian defense began, although the emphasis continued to be on American defense through Allied aid. By September 1940, draft registration began to be implemented; however, enlistments were too low to significantly affect Needham's draft quotas. The Needham man to go into training under the Selective Service Act was George M. Bleakney. In addition to reporting the large number of citizens as well as Selective Service call-ups, newspapers in 1941 reflected the tremendous number of volunteers in agencies such as the Red Cross, relief services and civilian defense activities. Air raid wardens were in place by May. Through Needham Rotary Club efforts, a subsidized feeding kitchen was sent to England. Notices such as "ARMY NEEDS WOMEN FOR MENIAL TASKS" appeared. In a special town meeting in July 1941, the sum of \$767.18 was appropriated for defense pur-

poses. One of the most alarming headlines ever to appear in a Needham paper (October 16, 1941) read "BOMBERS BLAST EATON SQUARE", which fortunately was only an air raid test.

October 23, 1941, saw the first report of a Needham casualty in the war, even before the U.S. entered: Lt. John S. Parker, Harvard graduate and WW I Navy veteran, Parker was serving as second-in-command of a Royal Navy destroyer off Iceland when the vessel was sunk. His two sons also served - one with the Canadian Black Watch and the other with the U.S. Navy in the Pacific, where he was killed in 1944.

After December 7, 1941, the lists of Needham men and women entering the service substantially increased; and, unfortunately, the list of those lost was eventually to total 48. Many American and Allied medals were to be awarded; men were to spend many months recuperating from wounds; there were the "missing

inadequate public vehicles with continuous breaking down of buses and low pay for public employees. A committee was established for long-range planning for immediate post-war actions; and the town purchased war bonds that would be held until the termination of the war, then to be used for delayed capital expenditures. For the first time, the school committee hired married women teachers, who were paid a lower salary than married men teachers on an already very low pay scale. In an intriguingly mysterious report, the police chief stated, "This department has again worked with the F.B.I., the Army and the Navy, and other federal agencies on investigations vital to the war effort". The Needham Movie Theater continued to hold bond drives and to show patriotic films. For Christmas 1943, the Rotary Club sent greeting cards to all Needham service personnel. Needham men fought in and some gave their lives in battles that are now names in textbooks: Angelo Velucci, 19, at Tarawa; John L. Scott over Yugoslavia; Lawrence Loft at Leyte; Ronald Cutler on Okinawa; Sigmund Yurick in Italy; etc., etc.

In addition to at least two frightening occasions on which Needham High graduates who had earned their Army Air Corps wings "buzzed" their alma mater, Needham was the site of an air crash in which two "Roy'KY" Navy Air Corps reservists lost their lives on a training flight. The plane was out of Squantum and

crashed near Grove Street, where a detachment of Marines guarded the site until the wreckage was removed.

By September 29, 1944, the Town's WW II Honor Roll contained 1599 names. A Needham Veterans' Advisory Committee was created to gather information on laws, medical care, education and job applications for discharged veterans.

V-E DAY, 1945, was celebrated by more than 8000 people who danced and sang on the Town Common, with several hundred marching off to donate blood at the Red Cross headquarters. A few months later, a similar celebration would occur on V-J Day. The work of the Needham Price and Rationing Board was transferred to Newton and the town began to welcome back its employees who had served in the war. A framed memorial was presented by the Town to the next of kin of Needhamites who had lost their lives in the conflict. Silver Stars, Bronze Stars and Purple Hearts continued to be earned right up to the end of the war by our local heroes. Our State Senator, Leslie Cutler, was also feisty to the end.



Needham World War II Veterans assemble for recognition: Veterans' Day 1995.

in action", with many subsequently turning up in enemy prison camps or in hospitals. The December 11, 1941, TIMES read "WAR ON U.S.A." and "AIR RAID WARNING CALLS LOCAL DEFENSE INTO ACTION". Many of our men were in Hawaii on that December day; a Needham soldier, William Mumford, died as a victim of the Bataan Death March; and our first Distinguished Flying Cross went to Norman B. Wilkinson, who flew a B-17 to the Philippines.

Needham War Heroes Day in September 1942 saw the town subscribe \$800,000 in war bonds, as over 8000 people assembled on the Town Common to be entertained by movie star Dorothy Lamour and to hear a speech by an officer of the French Foreign Legion. The Draft Board held its meetings in the police station, while the war Price and Rationing Board used the Selectmen's office.

The CHRONICLE printed letters from service men, with experiences from the intense cold of Iceland to attendance at services in Westminster Abbey. Problems of war-time Needham were in evidence in curtailments of railroad service,

In a sharply worded letter to the President on September 8, 1945, she protested the "soft peace terms" given to Japan; and her prayer was that her grandson and millions more of his generation would not have to fight WW III.

Throughout these war years, Needham High students demonstrated great patriotism in their involvement in local defense activities. Many of the boys volunteered for duty at the lookout tower on Carleeta Hill, listening for the drone of airplanes which would announce an air raid. Students were regularly given permission to cut classes to serve on tower duty. The girls in 1942 knit 90 sweaters and made 40 wool skirts for the Red Cross. All participated in a huge paper drive. First Aid was taught during gym classes and classes were often interrupted by air raid drills. A team of boys was ready to put out incendiary bomb fires in case of an air raid. In the 1943 yearbook, an enterprising Boston insurance company advertised war damage insurance. On April 16, 1943, a jeep came to the high school at the end of a month-long war bond drive. The school's goal was to purchase one jeep in six weeks; however, by the end of the drive, students had collected enough for 12 jeeps, an example of how the town frequently exceeded its own war goals. The school collected 8 tons of scrap iron, rubber, copper and tin and held a silk stocking drive in which more than 1300 pairs were collected. Male students left school to enter the military services, some being accepted, sworn in and shipped off within a week. By 1944, local families were entertaining servicemen from across the U.S., France, Australia, England and Canada through the Buddies Club of Boston. Red Cross rooms were open every afternoon and high school students joined housewives at least weekly to knit sweaters, starves and socks and to fold bandages. High school students were in great demand to replace employees who had left local offices, stores and factories to go to war.

In addition to victory gardens in private yards, on Norris Farm land near the Dedham Avenue pumping station, and off High Rock Street, a town plot was located on the north side of the high school hill. Students had a 3-day vacation whenever new rationing books were issued—the teachers were the ones who issued the books of coupons to be used for fats, meats, sugar, shoes and gasoline.

In 1945, due to the urgent need for blood plasma, the Red Cross asked our high school to attempt a blood donor drive; and we were thought to have the first high school in the country involved in such an effort. Girls of the Jr. Red Cross made washcloths from discarded Turkish towels and the local Girl Scouts were very active in war-related works. At the high school, academic

work focused on the war. The goal of the physical fitness program was to make the greatest number fit to carry on as workers or members of the armed forces. Math classes focused on problems necessary in military and production areas. A course in electricity and radio communications flourished. Under the Schools At War Program, the high school emphasized that all citizens should save, serve and conserve; taught the duties, responsibilities and privileges of U.S. citizenship; and sought to inculcate patriotism and love for democracy.

Fifty years later, during the commemorative period, the Needham WW II Committee provided a spectrum of memorial efforts. The Needham Historical Society sponsored programs on Pearl Harbor, Needham in WW II, Iwo



Needham High School Bond Drive, 1943 - as a result, 12 jeeps were purchased.

Jima, D-Day, and the G-I Bill, all with Needham veterans who had personal experiences with these areas participating. The Needham Free Public Library sponsored a book/movie discussion series featuring FROM HERE TO ETERNITY, GUADALCANAL DIARY AND THE LONGEST DAY; published a list of WW II best-selling books; and mounted displays on the invasion of S. France, model airplanes of WW II, Battle of the Bulge, Battle of Tarawa, the China-Burma India campaign, Battle of Leyte, D-Day, and the End of the War in Europe. In May 1995, high school teachers Gordon Lind and Mary Ann Dolan invited more than 80 veterans to share their WW II experiences with students. The Needham Historical Society collected memorabilia such as the air raid siren from the Baptist Church, white skis used in the Alps by the U.S. Army Ski Patrol, ration books civilian defense helmets and two of the more than 1500 wallets given by the town to departing military personnel, paid for with money from a salvage drive called "A Call To The Colors Fund". Also donated were a variety of uniforms, including

Navy WAVE, apprentice seaman through chief petty officer, and the Mass. State Guard, which guarded the reservoir, pumping station and aqueduct at Echo Bridge. During the commemorative years, the Needham Veterans' Monument was completed, the V.F.W. dedicated a flag pole at St. Mary's Cemetery in memory of V-J Day and an ecumenical program was held at the Congregational Church to remember the 4 chaplains of the USS Dorchester. Deaconess/Glover Hospital joined in sponsoring a program on WW II medicine and its effect on civilian medical care and two busloads of Needhamites visited the USS Massachusetts to remember our 48 war dead. One of those individuals, Chester Yurick was remembered in Eastbourne, England, where a memorial to his bomber crew was placed in the field where it crashed after D-Day. Local residents

sponsored Yurick's sister, Stella Myshrall, on her trip to this ceremony, where she placed Needham soil on her brother's grave. With Continental Cablevision, the WW II Committee produced TV programs on Iwo Jima, Okinawa and the Liberation of the Philippines. Wreaths were placed at the Town Commemorative and at Needham Cemetery on each Memorial Day during the commemorative years and a V-E Day program was held that night at Memorial Park. The Committee donated a WW II encyclopedia to the town library and placed several displays in local store windows. The July 4, 1995, Exchange Club Parade entitled "Grateful Nation Remembers" contained WW II-theme floats. Both the TIMES and the

CHRONICLE published a series honoring the town's war casualties. A representative of the Committee joined the local Jewish community on Holocaust Day. At the request of the WW II Committee, a town veterans' census, the first since 1955, was taken so those individuals could be invited to a town-sponsored WW II veterans' reception at the end of the commemorative period on November 12, 1995. Certificates of appreciation were prepared for more than 70 local WW II veterans, many of whom attended the reception held at Broadmeadow School. In the spring of 1996, a bronze plaque will be placed to honor those who left our town to serve around the world in defense of democracy during WW II.

In these ways, our town has paused during this commemorative period to recall the events and sacrifices of WW II, the central historical event of the 20th Century, to the end that we should remember history and, hopefully, not repeat it. The battle was long, the price was high, and the rewards were great.

TABLE OF CONTENTS

GENERAL GOVERNMENT

Board of Selectmen	4
Town Clerk	5
Board of Registrars	6
Personnel Board	6
Legal Department	7
Moderator	7

EDUCATION

School Department	8
Future School Needs	13

PUBLIC SAFETY

Police	14
Fire	15
Building	16

PUBLIC FACILITIES

Public Works	17
--------------------	----

HUMAN SERVICES

Board of Health	18
Veteran's Service	20
Youth Commission	25
Council on Aging	26
Needham Commission on Disabilities	28

DEVELOPMENT

Design Review Board	28
Planning Board	29
Conservation	30
Housing	30
Board of Appeals	31
Historical Commission	31

CULTURAL AND LEISURE SERVICES

Free Public Library	31
Park and Recreation	33
Memorial Park	34

FINANCE

Finance Department	34
Finance Committee	35
Board of Assessors	35
Contributory Retirement Board	36
Financial Statements	37

REFERENCE

Retirements	IFC
Our Town	21
Town Officials	42
Town Meeting Members	43

SPECIAL

A Greatful Town Remembers	1
---------------------------------	---

GENERAL GOVERNMENT BOARD OF SELECTMEN TOWN ADMINISTRATOR/PERSONNEL



Sally B. Davis, Chairman, Paul Theodore Owens, David F. Eldridge, Jr., John D. Marr, Jr., Daniel P. Matthews, Carl F. Valente, Town Administrator, Kate Fitzpatrick, Personnel Director

- Proposing to Town Meeting a five-year capital improvement plan and funding proposal;
- Making appointments to those Town Boards and Commissions under its control;
- Convening the Annual Town Meeting and any Special Town Meetings that may be required and preparing the Warrant (listing of Articles) for Town Meeting consideration;
- Licensing all food establishments and transportation companies;
- Operating and maintaining Town Hall; and
- Administering the Town's personnel policies as adopted by the Personnel Board and Town Meeting and negotiating collective bargaining contracts with six bargaining units.

BUDGETARY DATA

No. of Employees	Expenses for FY95	Salaries
Selectmen	5	\$319,800
Town Administrator	1	Purchase of Ser.140,112
Personnel Director	1	Expenses 18,332
Admin. Support	4	Capital Outlay 9,979
Custodial	2.5	Total \$488,223

FY95 HIGHLIGHTS

Selectmen: In May 1995, Daniel P. Matthews was elected to his first three-year term. At this time Sally B. Davis was voted Chairman; Ted Owens, Vice Chairman, and David F. Eldridge, Jr., Clerk of the Board. After 23 years of service, H. Phillip Garrity, Jr. retired as a Selectman, not seeking re-election when his term ended.

Financial: The Town continued to maintain its strong financial position in FY95.. Needham maintains a "AA" bond rating with Moody's Investors Service. The Board of Selectmen continue to look for non tax revenue sources to augment tax revenues and for new ways to streamline Town services.

Capital Planning: In January 1995, the Board of Selectmen and Town Administrator proposed a \$ 2,282,000 Capital Improvement Plan (CIP) to the Finance Committee and Town Meeting. The CIP is the Town's long-range financial plan with a goal of providing for the upkeep of Town facilities and equipment. The FY96 CIP included: renovations to the Newman School and grounds, expansion of the Hillside School parking lot, a variety of equipment for the Public Works Department, improvements to the Pollard School ventilation system, and repairs to sidewalks.

Personnel Administration: There were a number of accomplishments during the year including: completed negotiations with police and fire unions regarding medical case management procedures; completion of a classification study of public works employees; implementation of a new performance evaluation policy for nonmanagement employees; and implementation of a performance based merit pay policy for employees.

OUTLOOK FOR FY96

The primary issues and objectives for FY96 include:

1. A key decision facing the Selectmen and the Town relates to the closing of the Town landfill, as mandated by the Massachusetts Department

of Environmental Protection. The landfill (i.e. dump) currently provides the Town with "safety valve" for disposing of that trash which is not processed through the Transfer Station and sent to a resource recovery facility in Millbury. The closing of the landfill, scheduled for December 1997 will eliminate the option of sending some of the Town's solid waste to the landfill at those periods when the volume exceeds the capacity of the Transfer Station in order to provide residents with a smooth and efficient way of disposing of their waste and recyclables, the Selectmen evaluated the benefits of expanding the Recycling and Transfer Station (RTS) versus closing the RTS and instituting curbside trash pick-up and recycling. Based on the recommendations of the Board of Selectmen and Solid Waste Disposal and Recycling Advisory Committee, Town Meeting in November 1995, decided to improve and expand the RTS so that the Town could remain a "drop off" solid waste community.

2. Reorganize the Town's emergency management services (formerly civil defense) placing key responsibility in the Fire Department.

3. Manage the Town's limited financial resources in light of education reform, state aid, and projected increases in fixed costs MBTA assessments, and general Town and school operations. The Town's ability to provide for the health, safety and education needs of residents will be a key issue, especially in light of difficult, though stabilizing economic conditions;

4. Continue efforts to centralize the various inspectional services of the Town;

5. Implement the Town's joint civilian Police and Fire dispatch center, to coincide with the implementation of Enhanced 911 service;

6. Implement the senior citizen tax work program as approved by Town Meeting;

7. Re-negotiate collective bargaining agreements with Town unions upon the expiration of the existing agreements;

8. Implement the new federal law regarding drug/alcohol testing of certain employees driving heavy vehicles;

9. Implement a medical case management program for public safety officers.

10. Implement a new performance evaluation system for management staff.

11. Implement a coordinated building maintenance program through the Municipal Building Maintenance Board.

12. Pilot an employee assistance program for Town employees.

ACKNOWLEDGMENTS

The Board of Selectmen wishes to thank many citizens, volunteers, committee members, employees and others whose invaluable contribution of time, energy and talent make possible for Needham to maintain a well-managed, civic-minded community. At the end of this Annual Report you will find a list of many individuals who have served the Town this past year. Residents wishing to volunteer for any board or committee appointed by the Selectmen should send a letter of interest to the Selectmen's Office at Town Hall.

PURPOSE

The Board of Selectmen is one part of the Executive branch of government for the Town. In this capacity, the Board serves as the Police Commissioners, Fire Commissioners, Board of Public Works, and Licensing Authority. The Board of Selectmen meets the second and fourth Tuesday of the month except in July and August when meetings are held on the third Tuesday of the month. All meeting are open to the public and begin at 6:45 p.m. at Town Hall.

In its capacity as the Town's executive authority, the Board of Selectmen, with the assistance of the Town Administrator and Personnel Director, engages in a variety of activities in order to fulfill its legal obligations to the community.

The Town Administrator is responsible to the Selectmen for the day-to-day operation and oversight of those departments under the jurisdiction of the Board of Selectmen.

The Personnel Department provides human resource and benefit management assistance to all Town Departments, Boards and Commissions, as well as retirees. In addition, the Personnel Department, in conjunction with the Town Administrator, is responsible for negotiations with, and contract administration for, the Town's general government bargaining units.

The Board of Selectmen is responsible for:

- Implementing and administering the decisions of Town Meeting (the Town's Legislative branch of government);
- Establishing policies and procedures for the coordination of Town government operations;
- Representing the interests of Town residents in a variety of forums including: business dealings, legal affairs, and intergovernmental cooperation with other municipal, county, state, and federal agencies;
- Proposing to the Finance Committee operating budgets for those departments under the Board's control;

TOWN CLERK



*Theodora K. Eaton,
Town Clerk*

The Office of the Town Clerk can be compared to a hub about which the wheel of local government revolves. The spokes of the wheel represent the various boards, departments and committees within the government to which the Town Clerk relates in a direct way. The hub of the wheel represents the many segments of State and Country Government from which many of the Town Clerk's official duties and responsibilities stem.

The official duties and responsibilities of the Town Clerk are defined in over 73 Chapters and 400 sections of the Massachusetts General Laws as well as local Town By-Laws. Those relating to Elections and Town Meeting are the most complex with amendments to the existing statutes being made each year. The Town Clerk is the official record keeper for the town including all official business conducted at Town Meetings and elections, both of which are recorded in the Annual Clerk's Records. Planning Board of Appeals decisions, vital statistics, business certificates, municipal and state tax liens, Uniform Commercial Code filings, Fish & Game licenses, gasoline licenses, dog licenses - are recorded in the Town Clerk's Office.

During Fiscal Year 1995, the following elections and Town Meetings were held:

Primary Tuesday, September 20, 1994
Election Tuesday, November 8, 1994
Special Town Meeting Monday, November 21, 1994
Annual Town Election Monday, April 10, 1995
Precinct #1 (To Break Tie Votes for TMMs in Precinct D for Write-In Candidates for a three-year term) Tuesday, April 26, 1995
Precinct #2 (To Break Tie Votes for TMMs in Precinct D for Write-In Candidates for a three-year term) Tuesday, April 26, 1995
Annual Town Meeting Monday, May 1, 1995
Special Town Meeting Wednesday, May 3, 1995

A Special Town Meeting in November disposed of 6 articles in one session. The Annual Town Meeting in May disposed of 65 articles in five sessions, and the Special Town Meeting in the Annual Town Meeting disposed of 11 articles.

BUDGETARY DATA No. of Employees		
Personal Services	\$78,206.	Full Time 3
Licenses	4,685.	Part Time 0
Cost of State Travel	0.	
Capital Outlay	0.	
	\$82,891.	

FY 1995 HIGHLIGHTS

There were three elections in Fiscal Year 1995 - the State Primary, the State Election, and the Annual Town Election. After several training sessions, the new Accovote ES-2000 voting system made its debut on September 20, 1994 (the State Primary). After three elections in Fiscal Year 1995, the new Accuvote ES-2000 Voting System has proven its ability to tabulate the townwide results quickly and efficiently. The Motor Voter Bill became effective on January 1, 1995 and the Town Clerk's Office has received three new computers and a printer as part of the Voter Registration Information System for the Commonwealth of Massachusetts. This project is a huge undertaking and continues to create a great deal of duplicity while the "kinks" are being worked out of the program and all 351 cities and towns are becoming "on-line". The restoration and preservation project of the Town's public records dating back to the early 1700's continues with two additional volumes (Births - 1900 - 1928 - Volume V and Deaths - 1854-1897 - Volume IV) completed in June, 1994.

The following statistics were compiled during Fiscal Year 1995:

VITAL STATISTICS

Births to Residents:

7/1/94 - 12/31/94	172
1/1/95 - 6/30/95	173
Total Needham Births	345

Deaths:	Residents	Non-Residents
7/1/94 - 12/31/94	122	48
1/1/95 - 6/30/95	130	62
	252	110
Total Deaths Recorded:	362	

Marriages:

7/1/94 - 12/31/94	130
1/1/95 - 6/30/95	84
Total Marriages Recorded:	214

Fish and Game Licenses Issued: 7/1/94 - 6/30/95

Class F1 - Resident Citizen Fishing	262
Class F2 - Resident Minor Fishing	7
Class F3 - Resident Citizen Fishing (Age 65-69)	19
Class F4 - Resident Citizen Fishing Paraplegic Blind, Mentally Retarded and over 70	99
Class F5 - Resident Alien Fishing	1
Class F6 - Non-Res. Citizen/Alien Fishing	2
Class F7 - Non-Res. Citizen/Alien 7-Day Fishing	0
Class DF - Duplicate Fishing	1
Class DS - Duplicate Sporting	2
Class DH - Duplicate Hunting	1
Class H1 - Resident Citizen Hunting	78
Class H2 - Resident Citizen Hunting (Age 65-69)	0
Class H3 - Resident Citizen Hunting, Paraplegic	0
Class H4 - Resident Alien Hunting	3

Class H5 - Non-Res. Citizen/Alien Hunting, Big Game	2
Class H6 - Non Res. Citizen/Alien, Small Game	2
Class S1 - Resident Citizen Sporting	77
Class S2 - Resident Citizen Sporting (Age 65-69)	9
Class S3 - Resident Citizen Sporting Over 70 (Includes Trapping)	33
Class T1 - Resident Citizen Trapping	1
Class M1 - Archery/Primitive Firearms Stamps	52
Class M2 - Massachusetts Waterfowl Stamps	36
Class W1 - Wildland Conservation Stamp - Resident (Inaugurated 1/1/91)	437
Class W2 - Wildland Conservation Stamp - Non-Res.	6
TOTAL	1130

Paid to Division of Fish & Game for Licenses:	\$8,788.50
Paid to Town Treasurer in Fees:	245.70
Dog Licenses Issued: 7/1/94 - 6/30/95	
Male and Female Dogs @ \$15.	417
Spayed and Neutered Dogs @ \$10.	1792
Transfers @ \$1.00	4
Kennels @ \$25.	38
Kennels @ \$50.	7
Kennels @ \$100.	4
Seeing Eye Dogs - No Charge	4
Hearing Dogs - No Charge	1
Prior Years' Licenses	24
TOTAL	2291

Paid to Town Treasurer for FY1995	
Dog License Fees:	\$26,149.00
Other License Fees:	26,083.00
Miscellaneous Fees:	43,912.14
Total Receipts for FY1995:	\$105,178.34

The Town Clerk's Office is oriented to serve the public and is open daily from 8:30 A.M. until 5:00 P.M. Monday through Friday and from 7:30 P.M. until 9:00 P.M. on the second and fourth Tuesday evenings except for July and August when the office is open from 7:30 P.M. until 9:00 P.M. on the third Tuesday.

FY1996 FORECAST

A Special Town Meeting is planning for the Fall of 1995 and the Annual Town Census for January 1996. The Presidential Primary is scheduled for March 5, 1996, the Annual Town Election for April 8, 1996 and the Annual Town Meeting begins on May 6, 1996. The restoration and preservation project of the Town's public records will continue with one or two volumes scheduled for completion in Fiscal Year 1996. The implementation of the Motor Voter Bill and the Central Voter Registry linking all 351 cities and towns to each other and to the Secretary of the Commonwealth's Office will continue as both state officials and municipal clerks strive to adapt and adopt the new Voter Registration Information System.

GENERAL GOVERNMENT

BOARD OF REGISTRARS



*John W. Day, Barbara Doyle,
Mary J. McCarthy, Theodora
K. Eaton*

PURPOSE

The Board of Registrars in a town is the counterpart of an Election Commission in a city and the Elections Division of the Secretary of the Commonwealth's Office at the state level. The Board of Registrars is composed of four members, not more than two of whom may be members of the same political party.

The Town Clerk, by virtue of the office, is one of the four members of the Board and is responsible for executing the functions of the Board of Registrars including the conduct of elections and recounts, voter registration, compilation of the Annual Listing of Residents (Town Census), publication and circulation of the voting and street lists, certification of signatures on nomination papers and petitions, and recording Town Meeting attendance.

Budgetary Data	No. of Employees
Personal Services	\$49,646. Full Time 1
Expenses	21,660. Part Time 4
Canvassers & Tellers	20,955.
Capital Outlay	0.
	\$92,261.

FY1995 HIGHLIGHTS

Voter turnout for the three elections in Fiscal Year 1995 was as follows:

September 20, 1994 State Primary	6,965 (39.22%)
November 8, 1994 State Election	14,704 (79.84%)
April 10, 1995 Annual Town Election	3,566 (20.14%)

The Annual Listing of Residents was conducted by mail again this year. 85% of the residents responded within the first month. Census follow-up was conducted via telephone and police visitation. In accordance with Massachusetts General Laws a list of dog owners was also compiled.

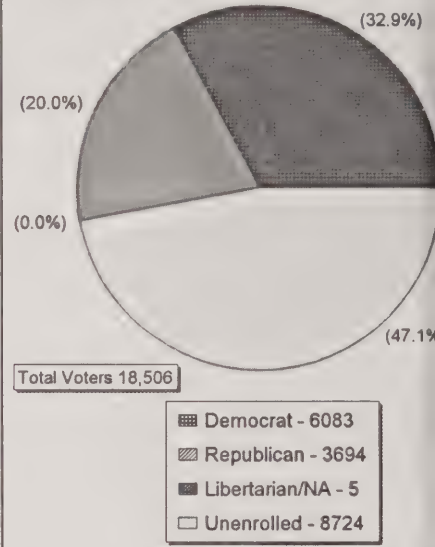
Upon completion of the local listing, confirmation notices were sent to all those registered voters who were not reported as living in Needham on January 1st. Those voters who proved residence were reinstated; those voters who responded with notification of a residence outside of Needham were removed from the Voting List; and those voters who did not respond to the confirmation notice were placed on the inactive voting list in compliance with the new Federal/State Motor Voter Bill. Names were also removed because of death and other

changes in voting status. Upon completion of the revision, the total number of registered voters was 18,506, as follows:

FY1996 FORECAST

Special Town Meeting - November 20, 1995
Annual Town Census - January 1, 1996
Presidential Primary - March 5, 1996
Annual Town Election - April 8, 1996
Annual Town Meeting - May 6, 1996

TOWN OF NEEDHAM Registered Voters as of January 1995



PERSONNEL BOARD



*Richard Creem,
Chairman,
James Bucking,
Debra Caplan,
Michele
McQuillen,
Gordon D.
Riedell*

Board promulgates administrative orders in furtherance of the purposes of the Consolidated Personnel By-Law and monitors administration of the By-Law by the executive branch of the Town's government. As a standing committee to Town Meeting, the Personnel Board advises the executive branch on collective bargaining issues and makes recommendations to Town Meeting relative to the funding of collective bargaining agreements and by-law changes. The Personnel Board continues to strive for personnel policies and compensation plans which are fair and equitable to Town employees and mindful of the financial constraints faced by the Town.

BUDGETARY DATA

Salaries -	
1 Part-time Recording Secretary	\$1,193.02
Merit	1,800.00

FY 95 HIGHLIGHTS

The Personnel Board crafted and gained acceptance at Town Meeting for a Merit Policy for Non-Represented employees which mirrored the Merit Policies which had been adopted in recent years in other Town bargaining agreements. The Board also oversaw the creation and promulgation of several significant personnel policies mandated by the Americans

with Disabilities Act of 1990 dealing with Employment and Access to Programs and Services in Needham. The Family Medical Leave Act of 1993 also mandated the adoption of a personnel policy for leave administration. The Board also spent significant time reviewing, hearing testimony about and approving a Reclassification study of the Department of Public Works positions. In January 1995 all supervisors of Non-Represented employees attended workshops be trained in the use of the new Performance Evaluation Form.

FY 96 PROJECTIONS

The Personnel Board will take a more active role in the Town's collective bargaining process with respect to the advice the Board relates to the executive branch and Town Meeting on collective bargaining issues and proposed agreements. The Board continues to review existing policy with respect to elected officials' salaries and anticipates making final recommendation to the 1996 Annual Town Meeting.

The Board will also undertake a classification study of the Town's administrative and support staff and will oversee the analysis of several Town departments with respect to staffing part of a pilot study.

PURPOSE

The Personnel Board is made up of five members appointed by the Town Moderator for a term of three years. Under Needham's Consolidated Personnel By-Law, the Board is charged with maintaining the personnel system of the Town through the annual formulation of a classification and compensation plan, the institution of staffing controls, the establishment of recruitment standards, and the adjudication of personnel grievances. In addition, the

LEGAL DEPARTMENT



David S. Tobin,

PROPOSE

Legal Department of the Town of Needham provides legal advice to the Town departments, attends all sessions of Town meetings, all Selectmen's Meetings and meets with other boards when requested. The Legal Department drafts and approves all contracts when requested, represents the Town in the courts and before administrative agencies and is involved in the drafting of legislation, by-laws and regulations.

BUDGETARY DATA

Salaries	\$ 46,762.08
Fees	\$ 2,009.35
Special Fees	\$111,231.16

Full Time Employees
Part Time Employee

1995 HIGHLIGHTS

During Fiscal Year 1995, commencing July 1, 1994 and ending June 30, 1995, Town Counsel negotiated, drafted, approved, interpreted or assisted in resolving conflicts with

respect to numerous contracts for the Board of Selectmen, School Department, Department of Public Works, Park and Recreation Commission, Planning Board, Board of Health, Police Department, Board of Assessors, Conservation Commission, Sewer Department, and Water Department. Among the contracts Town Counsel worked on were Town Hall repairs, health plan services, school repairs and renovations, the Needham Public Schools Employee Assistance Agreement, asbestos consulting contracts, a dumpster service contract as well as legal and purchase agreements and many other procurements.

In court and before various administrative agencies, the Legal Department represented the Town, its boards and/or officer and employees in cases involving zoning appeals and zoning enforcement, conservation land, workmen's compensation, retirement tort claims, contracts, tax abatement cases and hearing before the Architectural Access Board, the Department of Environmental Protection and the Attorney General's Office.

Among other work, the Legal Department consulted with the Board of Selectmen, Board of Appeals, Planning Board, Board of Health and Building Inspector regarding actions and decisions on various real estate developments in Needham and other sewer permitting, zoning, planning and building matters.

The Legal Department assisted the School Committee in the drafting of agreements and resolving disputes in connection with the renovations at the Newman School and the Pollard Middle School.

The Legal Department assisted the Conservation Commission in the acquisition of land for conservation purposes, and enforcement of the wetlands. It has defended the Commission in a civil suits brought by a resident of South Street because of its enforcement of the Wetlands By-Law.

The Legal Department assisted the Board of Health with the resolution of issues in preparing the contracts for such projects as mosquito control, smoking restrictions, and the condemnation of unhealthy and unsafe property in the town.

The Legal Department engaged a special counsel to assist the Selectmen, Town Administrator and Personnel Director in collective bargaining and to represent the Town in labor disputes and civil service hearings.

Town Counsel sat as a member of the medical panel which reviews medical bills submitted for payment by former Town police officers and firefighters who have retired because of accidental disability and the bills are related to the disability.

Town Counsel prepared an annual report for Arthur Anderson and Co., the Town's auditors, evaluating all pending claims and litigation. Finally, Town Counsel assisted in the preparation of the Warrant Articles and Motions for the 1994 Annual and Special Town Meetings.

MODERATOR



Richard P. Melick,
Moderator

For several years I have been concerned about the town. I called the impending 1995 - 1996 financial hardship. Well, it's here. Perhaps you haven't seen it yet, but it has arrived. It will eventually invade your homes.

There has been a year when I have been more involved with town committees than ever before. My goal is to make appointments, stand up, and probably not communicate very well with any board, agency, or committee. To operate fine as a totally independent stand alone. This year's events have, however, necessitated closer work ethics. Everyone is working hard, but the existing tasks are monumental. I

am confident that the community as a whole will work its way through them successfully.

I sense more personal anger, frustration, and introverted concerns. These are qualities

without which we can do nicely. This is one place where I hope to see a change in the coming year.



Placement of
World War II
Commemorative
Wreath,
Needham
Cemetery,
Memorial Day,
1995.

EDUCATION

SCHOOL DEPARTMENT



Karl H. Clauset, Chairman; Jennifer Peck Fainberg, Barbara Gillmeister, Sheila G. Pransky, David Summergrad, Joseph A. Thissell, Gerald A. Wasserman, Frederick J. Tirrell, Superintendent

NEEDHAM PUBLIC SCHOOLS FACTS AND FIGURES

POPULATION TOTAL: 3862
Elementary: 1969 Middle School: 906
High School: 987

STAFF
Teachers: 237
Specialists: 60
Administrators: 25

STUDENTS
SAT Scores: Class of 1995
Verbal: 486
Math: 554
% Taking: 95%

POST-GRADUATE STATUS:
Four year college: 86.7%
Two year college: 5.2%
Non-college education: 2.1%
One year work, then college: 2.6%
TOTAL: 96.6%

PER PUPIL COST \$6,252
BUDGET
Personnel: \$18,028,474
Purchase of Services: \$2,980,646
Supplies: \$830,467
Capital/Equipment: \$261,773
TOTAL: \$22,101,361

BROADMEADOW SCHOOL

The Broadmeadow School, with a 1994-95 student population of 275, is sited on twelve acres in the southeast corner of Needham.

During the year, the systemwide, school and curricular goals were advanced through many initiatives. Among the schoolwide programs undertaken this year at Broadmeadow were:

- Current Trends in Education - Parent Workshop Series
- Prometheus Dance Company"
- Math Aerobics
- Author/Illustrator: Shari Halpern
- Keeping Kids Safe

Students in the primary grades (K-Grade 2) were involved in many exciting, integrated learning experiences. Of note during the year were:

- Holidays Around the World
- Cinco de Mayo Festival
- Native American Day
- Rivers Project

The students in the intermediate grades (Grades 3 - 5) participated in an increasing number of integrated curriculum programs. Highlights of the year included:

- Immigration Fair
- Explorers Day
- White Books' student publishing
- Energy Fair
- Dinosaur Days Musical

In conjunction with program initiatives, there were many exciting staff development offerings. The faculty participated in many workshops and courses:

- EMI Anti-Racism Course
- The Social Competency Program
- Inclusion Strategies
- Tech Camp
- Troubadour - Poetry and Song writing

A rich language arts curriculum offers all students broad and varied experiences. The literature based Silver, Burdett and Ginn reading series has added depth and integration of several curricular areas.

There are many opportunities for creative written expression, from personal journals to bound, published works. A portable Writing Center, including a Macintosh computer, has greatly enhanced all forms of written expression. A compilation of children's writing "The Broadmeadow Breeze," is published in five volumes during the year.

The Mathematics curriculum focuses on problem-solving and skill development. The incorporation of strategies from Math: A Way of Thinking (Grades 3-5), Math: Their Way (KGrade 2), and Everyday Mathematics has enriched the math program.

Technology continues to be an ever-expanding part of all areas of the curriculum. We have increased the amount of hardware and software in all classrooms. The PTC has also assisted with the purchase of CD ROMs and printers. Parent volunteers have assisted with all aspects of technology planning and programs.

The arts are thriving at Broadmeadow. The third, fourth and fifth grade students performed in choral and instrumental concerts throughout the year. The June Festival of the Arts displayed art works by all of the students throughout the building.

The Broadmeadow School Council continued to work in many important areas. The Educational/Improvement plan was designed and presented to the school community this year's council. The Council continues work with the greater Needham community on initiatives to benefit the entire school.

Parent volunteers are a vital part of the school community. In addition to classroom assistance, parents are central to the success of the media computer and math manipulatives program.

Successful P.T.C. fundraising efforts have supported many enrichment programs. Among those enrichment activities are Disabilities Awareness, Book Fair and myriad Creative Arts programs. Among arts programs this year were:

- Marcia Perlmutter as Mother Goose
- Valerie Stevens: African-American Stories
- The Retired Men's Glee Club
- Boston Dance Theatre

JOHN ELIOT SCHOOL

From A to Z, here are the highlights of the year:

A academic excellence, An-In, arts, assessment, assignment earth

B band, book fairs, bus evacuation drills, bicycle safety, bandorama

C creative arts programs, cabaret night, choir concerts, charitable contributions, CD ROM clean-up club, Chapter One program

D disabilities awareness programs, dance festival, drama

E environmental awareness, essay contest, educational forum

F family nights, fund drives, food pantry participation, field trips, food service program, fine arts festival, fifth grade musical

G global child, guidance programs, gift wrap fund-raiser, grounds beautification initiative

H holistic teaching, hypercard, health education program

I internships, inclusion, insect party, intramural sports program, integrated arts, international recognition

J Japanese cultural exchange

K knowledge, kinetic energy

L lip synch evening, laser program

M METCO, musical experiences, morning fees, media program, math enrichment volunteers, Massachusetts Cultural Council Grants

N Nikki Hu and Guy Van Duser extended visitation, Needham Education Foundation grants, newsletters from the classrooms

O open houses, open circles within the classroom

P PTC, plant sale, pedestrian safety program, plays, portfolios, poetry, personal safety program, purple day, physical education program

quality of programs

reading program, rubrics, recycling, resource program

make signals literary publication, school council, speech and language program, string program, sports programs, science center programs and exhibits, special education program, social competency program, skits, Shawa Institute visits

technology, teacher recognition luncheon

unusual occurrences and events

volunteers, visitors

writing...books, reports, journals, essays, poems, plays

excellence

yard sale

test for learning

HILLSIDE SCHOOL

best know Hillside School is to see it through eyes of the four hundred plus students. As approach the front entrance of the school, are immediately attracted to the mural, entitled "Citizens of the World." With the theme of "community" as a common core, students designed and painted the mural. The outer wall of the building represents Needham and its neighborhoods, Rosemary Lake, Needham Forest, and Needham Town Hall. Brotherhood among all people is depicted by wing children of all races and nationalities ching out to one another across the globe.

Hillside Students are encouraged to contribute to their community.

In December, a Mitten Tree was decorated by the kindergartners and the mittens were given to the Needham Community Council. Fifth graders filled shoe boxes with small toiletries, wrapped the boxes, and brought them to the new England Home For Little Wanderers.

In March, Hillside collected canned food for the Needham Community Council.

In June, Hillside joined with the Needham Park and Recreation Department to clean up lots and fields used by all Needham residents. Students collected trash from the playground and weighed it to teach their peers about recycling during an Earth Day Program for the entire school. Younger students performed skits about their world, while others sang and recited poems for Arbor Day.

This year, Hillside School hosted a Grandparents Day to enrich the lives of two generations.

Two years ago, thanks to the Needham Garden Club, each student planted a daffodil bulb. This display of color is a glorious harbinger of spring.

- The new playground has been named The Green Machine by the students. Hillside parents worked very hard to make this dream a reality. This year, new swings and a new kindergarten playground was added.

Academic subjects are interwoven with arts, movement and technology

- The arts are integrated with classroom units of study to help students make connections from one area of the curriculum to another.
- A grant was awarded to fund Artist-in-Residence Elaine Sisler who developed movement and music activities to correlate with science topics taught at each grade level.
- Literature provides a wonderful vehicle to support integrative learning. Science was highlighted this year by having all grade levels share their curriculum topics via the foyer bulletin board.
- This year was the celebration of the thirtieth anniversary of the Needham Science Center, a special Needham resource for teachers and students.
- Pen Pal programs at Hillside connect students with children with other children in Needham, with students and Senior Citizens at the Stephen Palmer Center in Needham, and with children in other states. Using the Educational Native American Computer Network, fourth graders "talked" with their peers while studying Native Americans.
- Students from different grades join together often to read together and to work on specific projects such as writing poetry and big books, making paper, making puppets for shows, and for scavenger hunts. This buddy program fosters a sense of community within the school.

Critical and creative thinking skills are the base of teaching.

- Math manipulatives are used in all grades to help children understand concepts more fully before moving into abstract areas. Teachers at different grades used the Chicago Math Program which reflects the National Council of Teachers of Mathematics standards.

We are a community of learners.

- Many staff members learned more strategies to meet the diverse needs of students in their classrooms. The following are examples of courses taken by Hillside staff this year: *Cooperative Learning*, *Math Their Way*, *Positively Poetry*, *Accelerated Learning*, *Skillful Teacher and Tech Camp*. Funding from the Needham Education Foundation enabled all Hillside teachers to be formally trained in Cooperative Learning Structures last fall.
- Special enrichment programs have been brought to Hillside by the PTC. "The Underground Railroad," "Native American

Perspectives," Wheelock Family Theatre, and special performances by Sara Ting, Beau Gest, Jr., and Derrick Burrows are examples.

- Field trips are also possible because of PTC support.
- The Needham Science Center provided Heather The Hen, Pronto, the Rabbit, chin-chillas, a milk snake, guinea pig, painted turtle, turtle doves, amaryllis bulbs, tomato and marigold seeds, and a myriad of enrichment materials. Dan DeWolf and Larry White also presented fabulous programs about reptiles, endangered animals, and snapping turtles (a rite of spring at Hillside).
- Social Competency is an integral part of the curriculum. To foster this, students from grades one through five participated in a series of meetings to discuss ways to best show respect and tolerance for each other in the classroom, halls, cafeteria, auditorium, and on the playground. Teachers have been formally trained in this program at Wellesley College.
- Hillside School has always been home to the Transitional Learning Center (TLC) which attracts students from across the Needham Community. The Hillside School inclusion program is held in high esteem and is supported by additional staffing. Special programs were planned to bring families into the school to learn more about it and to feel welcome.
- Kindergarten Back-To-School-Night and the Kindergarten Science Fair were delightful!
- Parents were invited to a Curriculum Night and Invitational Coffees in the fall, the Sock Hop, Country Fair, Babson Skating Party, the Hillside An-In, The Hillside Spring Concert and An Show, and the Family Picnic in June.
- The School Council initiated a partnership with Babson College to develop a public relations program for the Needham Public Schools. This is a major initiative which will continue to significantly enhance the use of technology in classrooms by purchasing the necessary hardware and software and providing effective training for students and staff.

I AM THE MITCHELL SCHOOL

I am the Mitchell School
Remembering my glorious year
alive with the voices of children's
laughter,
chatter,
and cheers.
Impressed with the sounds I hear - -
Hola!
Como estas
Adios
Bien venidos a Mitchell
Spanish is spoken here.
I am the Mitchell School
Bragging of my teachers and staff
encouraging
nurturing
guiding
endlessly improving their craft.

EDUCATION

Growing in cooperative learning,
inclusion, and technology, too.
Social competency, assessment, and portfolio.
Teaching my family - - so much for them to do!
I am the Mitchell School
Welcoming scary creatures of the night
the polar bear,
an elephant shrew?
reptiles everywhere.
exhibits to explore,
gravity's laws and more.
The Needham Science Center was here!
I am the Mitchell School
Embracing the Creative Arts
the Boston Dance Theatre
music from the Andes came.
portrait artists and illustrators
Harriet Tubman and learning of her fame
a lesson in Chinese dance
Native American legends
Enriched and entertained.
I am the Mitchell School
Teaching is what I do
social competency,
writing process and poetry.
field trips, pen pals,
math problems and technology.
building self-esteem, reading every day.
integrated units,
little time for play.
critical thinking,
creative problem solving tasks
Preparing my students for the 21st century.
I am the Mitchell School
Bringing together my family
Pumpkin Fair
Holiday Bazaar,
Spring nature games and T-ball.
Open House, Curriculum Night
Winter and Spring Concerts delight
Arts Festival
and Book Fair
Family Picnic in the fall.
Building community!
I am the Mitchell School
Improving with each new year
safety first
technology grows
School Council goals I hear.
A new look I wear as my front is dressed
my cafeteria blues are gone.
Hundreds of volunteers
faithful
assisting
caring
helping me do my best
My P.T.C. is ever there, taking care of me.
I am blessed.
I am the Mitchell School
Remembering special events
Trelany Farm
Native American Day
turkey dinners galore.
May Day and Cinco de Mayo
A day to honor my grads.
Student Council activities
and sales at the school store.
The Butterfly Garden gave us a place to reflect
in peace and harmony.

This is how you should think of me.
I am the Mitchell School
Dreaming of the year yet to come
I see Spanish in my future
moving up to grade four
improving, growing, learning.
Many new students will enter my door
Inclusion continues
assessment and portfolio, too.
A year of building community
is what we'll continue to do.

NEWMAN SCHOOL

Newman Elementary is the town's largest elementary school. With just over six hundred students, this school is fortunate to have a dedicated group of teachers and parents. During the first two years that Newman has been an elementary facility, wonderful community building has taken place.

- The second year's focus was the refining of safe and secure routines for children and for staff. Newman worked with an improved schedule, a well planned program of after school activities and many special events and common themes. Some block time was reorganized to promote grade level activities, and the emergence of a vertical team, grade one through five, was seen. Major progress was made toward becoming a fully inclusive school for all children.

Efforts have been made this year to develop the professional community.

- Working with a team building consultant from Amherst, the teaching staff spent in-service hours getting to know each other and working to solve real problems in cooperative groups.

The building level commitment was to design structures from the practitioner level, to make schedules responsive to the needs of children as seen by classroom teachers, and to coordinate group projects and curriculum development activities.

- The Newman Elementary School saw a unified theme develop around "farming." The P.A.T.C.H. committee (Parents and Teachers, Curriculum Helpers) sponsored a project on historical gardening and brought experts in from Sturbridge and Plymorth Plantation. The project culminated in the planting of a P.A.T.C.H. Patch in the area of the science center.
- The Newman PTC had a vigorous second year, completing plans for the Newman Trust, offering wonderful in-school and after school programs and sponsoring the first SpringFest fair.
- The Newman School Council drafted a comprehensive School Improvement Plan to guide work during these first few formative years.
- The Disability Awareness program of the Needham Public Schools debuted at Newman this year. Renamed A World of

Difference by the planning committee, the focus of this community-based program was redrafted to focus on differing abilities and talents rather than isolated disabilities and stereotypes. This work will complement the Child Assault Prevention Program planned for Newman in the fall of 1995. Parent volunteers staff both programs.

- A commitment has been continued to the Stone Center's Social Competency Program. Training five new staff members in the use of the social competency techniques has been expanded to the daily life of school.
- The school continued its special emphasis on science, technology and free and performing arts with many experiences with the staff at the Needham Science Center. Newman teachers filled their classrooms with animals from the center and supported the Needham science curriculum with their resources. The science center staff assisted us in designing phase I recycling program for drink containers in the cafeteria.
- In the area of technology, the school moved ahead with a small area network, the acquisition of new color computers and printers through PTC funds and a planning team drafted a building-based plan for technology.
- Along with many offerings in the performing arts, the Needham Education Foundation funded a wonderful art show of children's work. This, coupled with an International Folk Dance Festival, offered children and families many ways of participating in enrichment activities as part of a fundamental education.

Newman Elementary School, though large, has a quality of excitement about children's learning and teachers' work. Teachers create wonderfully rich and supportive classroom environments where children come first and the program is designed to be developmentally appropriate and intellectually challenging.

POLLARD MIDDLE SCHOOL

Throughout the 1994/95 school year, Pollard struggled with the fall-out of unending construction problems including a poorly designed heating and ventilating system. Despite disruptions and distractions due to these issues, academic experiences for the middle school students were comprehensive and productive throughout the year. Three areas of work were of particular note. The **Pollard School Council** promoted the goal of **positive community outreach** and designed three outstanding experiences for the students. Two of them were fully implemented and extremely successful.

- A **Celebration of Cultural Diversity** provided a wide array of international booths, performances, artifacts, foods, and demonstrations which delighted hundreds of visitors!
- A new transition program for orienting fifth grade students to Pollard was a resounding success with students and staff.

like! Detailed student guidebooks were prepared by each cluster of sixth grade students describing the cluster staff, their expectations, and the unique experiences of being a sixth grader in that cluster.

Expanding the relationship among curriculum, instruction and assessment was a key goal of the curricular and building leadership team.

Professional development workshops, seminars, and conferences focused fully on the detailed articulation of the curricula coupled with the study of the new state curriculum frameworks in several disciplines. By the end of the year, curricula were evaluated, reorganized, and streamlined to better fit the developmental needs and interests of the students in the context of the evolving state frameworks.

Teachers worked diligently to design cogent and appropriate assessment projects that challenged students to demonstrate higher order creative thinking and application skills in a variety of integrated units. Science classes used art and math skills to design and build colorful topographical maps of various geological regions. **Earthweek** saw the integration of the arts with language skills, social studies, math, and the sciences. Projects, student-led seminars, workshops and demonstrations, guest speakers, and a mini-environmental science fair were a few of the myriad of tasks presented schoolwide.

The use of technology with computers, a new TV studio, and audio/video equipment became an impressive part of several exciting assessment tools.

Rubric matrices were explored and designed as effective assessment and feedback tools in math, English, and science. More students were finding them helpful in pinpointing strengths and areas needing improvement in a clear, logical, and informative manner.

National History Day for grade seven was an incredible display of videos, dramatic skits, computer hypercards, and three-dimensional interpretations of the topic Conflict and Compromise. Hundreds of parents and community members enthusiastically viewed an evening exhibition of these marvelous projects.

Providing a school culture with a strong sense of community, inclusion, safety, and self-worth was approached in a number of ways.

Grade level efforts to develop community were extensive and productive including outdoor team-building programs, a new peer mediation program for resolving conflicts among students, the development and successful implementation of a new course stressing racial understanding and appreciation for diversity, and an expanded Student Council emphasis on "school spirit" and community service.

- A literary journal of student's work across the school was completed voluntarily by five students and a faculty advisor and served as an exemplary example of spontaneous efforts motivated by a developing sense of community schoolwide.
- The design for a large exterior mural was begun involving ideas from all students which illustrated their sense of the school theme: "Invest in the Future and Make a Difference."

These events are illustrative of the strong focus on academic achievement throughout the year despite the difficult environmental circumstances.

NEEDHAM HIGH SCHOOL

On June 6, two hundred and forty seniors, members of the Class of 1995, received their diplomas in a beautiful ceremony on Memorial Field. This class distinguished itself both in academics, athletics, and co-curricular activities. Their educational experiences, achievements, and performance have prepared them for these endeavors. In addition to this continuing responsibility to provide opportunities for all students to realize their potential both as learners and persons, the high school community recognizes its need to continue to focus on learning. To this end, the Needham High School Council developed a school improvement plan articulating numerous goals for the year. This report documents the results of this effort.

Goal 1: To improve the relationship between the school system and the community

Social Studies

- The Mock Trial Team is Regional Champion this year.
- The Young Entrepreneurs Club this year has over forty members which made it one of the largest in the history of the club.
- The Model Congress Club had another successful year. Six members received Outstanding Delegate Awards.
- Sophomore students participated in John F. Kennedy Library Young Scholars program and role-played and debated presidential decisions. For participating, the school received a \$250 grant from the Library.
- Another program was the commemoration of the 50th Anniversary of the end of World War II in Europe. Over 55 guests, all veterans of the war, met with students and shared their experiences. In the afternoon an assembly program formally recognized the historical event.

Mathematics

- The Mathematics Department devoted some staff development to this issue and made plans for new projects next year. We will continue to inform the public on how well students are doing in SAT, Achievements and AP Math exams.

- The student group, "Radicals Without Limits," has been very successfully run and will try to reach a larger group of students.
- The Math Lab will be continued to help students who need additional instruction.

World Languages

The World Languages Awards ceremony was held on May 18 in the High School Auditorium. Students were recognized for their achievements in the National Language Exams and in each course that we offer in the language program.

Fine and Performing Arts

- Needham High School students performed for the Needham Rotary Club, the North Hill Retirement Center, the Needham and Newton Memorial Day Parades, and the Needham Microsurge Corporation, in addition to the concerts and exhibits presented to the school community.
- Needham High School students and teachers were honored at the district and state levels. The High School Jazz Band earned a silver award at the National Association of Jazz Educators regional festival in Foxborough in March. In addition, twenty high school music students were selected to participate in district and state music festivals, and nine high school art students received Boston Globe Scholastic Art Awards.

Goal 2: To strengthen the relationship among curriculum, instruction and assessment

- Teachers within each science sub-discipline (physics, chemistry, and biology) developed and implemented laboratory exercises which focused on inquiry-based learning, student generated experimental designs, as well as technology-assisted learning. The new labs have been added to the current laboratory manuals. Lab activities in biotechnology, micro-chemistry, food chemistry, dynamics, kinematics, and optics are representative general categories.
- A portion of the November department meeting was dedicated to a discussion concerning the development of grading standards for laboratory reports. Teachers brainstormed about the critical pieces to a lab write-up, as well as the relative value assigned to each category. A standard protocol for writing lab reports was created. Pilot grading rubrics were generated by various teachers. The outcomes of the pilot rubrics will be used for a final rubric to be developed through summer curriculum work.
- Three new science electives have been approved by the School Committee and were added to the 1995/96 Program of Studies. The new electives include: Environmental Science, Organic Chemistry, and Twentieth Century Physics.

EDUCATION

- The department devoted several staff development days to go over the changes that graphic calculators have made on the SAT I, SAT II, achievement tests and the new Calculus exams.
- The Mathematics Department required 250 students to do a summer project using graphic calculators. Five TI-82 graphic calculators were shared by the staff in the instruction of mathematics in the higher level math classes. Texas Instruments is giving an Institute for a week at Needham High School this June.
- Several teachers attended the National Council of Teachers of Mathematics Convention in Boston. Geometry classes increased their use of the computers for instructional purposes. The new Mac's in the Mac Lab were helpful in this process.
- The English Department had a series of grade level meetings in which teachers at the same grade level shared their assignments, expectations and standards. This was found to be an especially valuable experience which also helped break down the traditional isolation of teaching.
- This year, the review of the senior elective program was continued. In order to make the electives more academic, and to meet the needs of the students, commencing in school year 1995-96, honors levels for all senior electives will be offered. Course expectations will be developed.

An effort to increase the use of technology in instructional methods was accomplished in the following ways:

- Computer-assisted instruction was used in the Economics classes with "Stock Market" a simulation sponsored by The Boston Globe. In this state-wide exercise, students chose stocks and invested capital.
- Hypercard was used in World History classes. Laser Disc technology was used in many social studies classrooms. World and American History discs were purchased by the Media Department and they were put to action in the classes.
- The media center was provisioned with five additional Macintosh electronic workstations. Here students are able to access networked and individual CD-ROM's for research, projects and individual needs. Popular titles include Readers' Guide Abstracts, The Boston Globe, Social Issues Research Series (SIRS), Encarta and the Mayo Clinic Family Health Book.
- Many students access the resources of the Multimedia Learning Center to create products used to demonstrate new understandings in content areas through presentations. Students create Hypercard stacks which include text and graphics using scanning and drawing tools. They create links to laser discs

and other forms of video to create multimedia presentations. Hypercard stacks on biomes, created by biology students, are available on the network. Students also utilize video resources for taping, and editing, as well as photographic tools for slide production.

Goal 3: To create school and classroom environments in which all students feel included and safe

- The high school science staff continued the review process of evaluating laboratory environment. Laboratory safety is discussed on an annual basis during the first department meeting. Laboratory protocols, outlining inventory development, preparation procedures, storage, and disposal issues have been produced. A joint meeting of the Assistant Superintendent for Administration/Finance, Director of Buildings & Grounds, Director of Fine & Performing Arts, Science Center Coordinators, Head Science Teacher at Pollard Middle school, and the High School Science Department Chair was held to discuss hazardous waste issues throughout the system. This collaboration should reduce costs and develop a systembased focus for waste disposal.

Individual teachers have done the following:

- designed various activities around the theme of Immigration and Second Language Acquisition and asked students to research their family back-ground;
- discussed similarities and differences between the culture and various Hispanic cultures;
- discussed the differences between certain Hispanic groups;
- selected readings and designed activities dealing with discrimination;
- stressed the need to respect the individual differences that exist between the students in the class;
- demonstrated the awareness of cliques in the classroom and provided ways to have students pair up with as many people as possible;
- provided for follow-up discussion based on the programs of the Social Awareness Committee by puffing students in groups of four to prepare suggestions for the best ways to make friends in school;
- made students aware of misunderstandings through the analysis of subtle distinctions of words that have the same meaning in English
- addressed all instances of insensitivity towards the views and feelings of other members of the class;
- took whatever opportunity arose to increase the appreciation and understanding of words

that provoke an undesirable reaction (e.g., the prefix homo) by explaining that it derives from the Greek word meaning "harmony" and that it meant "the same"

- prepared a unit on stereotyping: what are its bases? its effects?
 - used the cultural units of the textbook as well as current events to discuss diversity;
 - used group sharing to discuss specific incidents of prejudice or intolerance and inform students of any rules concerning such incidents as well as the consequences for violating them
 - The student referral program, FIRST, continued to develop under the leadership of the school social worker.
 - The Safe Schools Committee continued to meet and discuss its mission and goals. It was determined that forming a Gay and Straight Student Alliance organization would better serve the students.
 - The Social Awareness Committee sponsored several forums including one for the entire school focusing on sensitivity issues.
 - The International Club had several functions including the annual flag ceremony which highlights the growing diversity.
 - The Mathematics teachers increased their use of cooperative learning activities especially in connection with the use of graphic calculators
 - All teachers used the grading module to complete their final grades.
 - The High School technology committee met twice during the year. The emphasis of the meetings was to demonstrate the internal network of resources that are being developed at the media center for school wide distribution. A second emphasis was to demonstrate Internet access and the resources that will be available to all networked locations in the fall of 1995.
 - Baseline technology skills for staff members are defined through the curriculum of TEC CAMPS I & II. Approximately 30 staff members will attend this training during the summer.
- The following activities took place:
- The Personalized Learning Center expanded its hours after school
 - A Language Lab aide was hired for two hours a day to increase the use of the lab.
 - The Media Center expanded its hours at school as well.
 - A PTC enrichment grant allowed the purchase of equipment and time for Internet use
 - A CD-ROM network was developed in the Media Center.

FUTURE SCHOOL NEEDS COMMITTEE

PURPOSE

The Future School Needs Committee was established by the Annual Town Meeting in 1950 and was made a standing committee in 1994. The Committee projects future enrollment, monitors energy usage at each school, and serves in an advisory capacity to the Board of Education on issues affecting the Needham Public Schools.

The 1995 Highlights projection methodology revised to better reflect births based on school year eligibility.

The number of births in FY94 is significantly higher than in any year in the past ten years.

Due to the increase in births in FY94 and the uncertainty of future birth trends, the Committee determined several alternative projections using different birth assumptions.

Energy usage at each school (measured as BTU/degree days) consistent with prior year.

1996 FORECAST

Complete the 1996 enrollment projections.

Analyze population and demographic trends and Town census information to improve projection methodology.

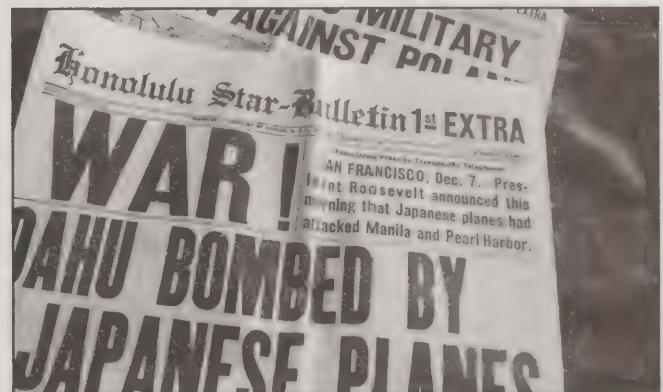
Consider how future enrollment will affect the School Capital Improvement Plan and facilities needs.

FUTURE SCHOOL NEEDS ENROLLMENT PROJECTIONS

YEAR:	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
BIRTHS:	327	293	336	301	302	312	312	312	312	312
Grades	Projected/Actual									
K	336	319	287	329	295	296	306	306	306	306
1	334	349	341	306	351	315	316	326	326	326
2	334	340	344	336	302	347	311	312	322	322
3	329	331	337	341	333	300	344	308	309	319
4	284	292	330	336	340	332	299	343	307	308
5	303	305	289	327	333	337	329	296	339	304
K-5 Total	1920	1936	1928	1975	1954	1927	1905	1891	1909	1885
6	315	322	310	293	332	338	342	334	300	345
7	288	284	313	301	285	323	329	333	325	292
8	286	285	276	305	293	278	314	320	324	316
6-8 Total	889	891	899	899	910	939	985	987	949	953
9	245	238	262	254	281	270	256	289	294	298
10	249	247	237	261	253	280	269	255	288	293
11	240	239	245	235	259	251	277	267	253	286
12	231	245	237	243	233	257	249	275	265	251
9-12 Total	965	969	981	993	1026	1058	1051	1086	1100	1128
K-12 Total	3774	3796	3808	3867	3890	3924	3941	3964	3958	3966



Needham Girl Scouts collected bundles for "Britain" during World War II.



The United States enters World War II.



The World War II Commemorative Committee donates Webster's Encyclopedia of World War II to the Needham Free Public Library.

PUBLIC SAFETY

POLICE DEPARTMENT



William G. Slowe,
Police Chief

PURPOSE

The police mission is the maintenance of social order within carefully prescribed ethical and constitutional restriction. This mission contains the following elements:

- Prevention of criminality
- Repression of crime
- Apprehension of offenders
- Recovery of property
- Regulation of non-criminal conduct
- Performance of miscellaneous services

BUDGETARY DATA

FY '95

Salaries	\$2,672,103	No. of Employees
Expenses	107,960	Full Time 54
Capital Items	9,400	Part Time 14
Total	\$2,789,463	

FY '95 HIGHLIGHTS

During fiscal 1995, in addition to efforts made to advance a community oriented philosophy, the department also maintained those existing programs which, over the years, proved their worth. Even though they are aided by a nationwide downward tendency in many types of crimes, it is the coordinated efforts of all officers and employees of the department, combined with strong community support that can result in such decreases as are apparent in the accompanying charts.

In September, a memorandum of understanding was entered into by the Needham Public Schools and the Police Department. This document, which details the coordinated response of both departments to incidents of substance abuse and violence on school property, serves as a good example of the type of commitment necessary to promote a safer community.

An act of the state legislature was passed creating a statewide grant program to provide bullet proof vests to all police officers. During the year all officers were fitted for vests and orders were placed.

All officers attended the in-service training program provided annually by the Massachusetts Criminal Justice Training Council. Locally, each officer also completed a firearms training and qualification course. Additional training in areas such as: community policing, emergency management, elderly protection, and executive development continued during the year.

One major criminal investigation resulted in the arrest and indictment of four persons, three of them local residents, on charges of trafficking in marijuana.

Another local drug arrest led to the discovery in Cambridge of a clandestine laboratory where perpetrators were engaged in the manufacture of LSD for distribution throughout the greater Boston area.

In December, three Boston area men were arrested for breaking and entering into houses in Needham. Eventually, it was determined that the trio of career criminals had been responsible for many residential break-ins in metropolitan Boston.

In a number of other investigations, perpetrators of significant criminal activity who were identified were apprehended and prosecuted intensively.

Programs such as D.A.R.E., bicycle and pedestrian safety courses and other community outreach initiatives were continued.

Officers maintained contact with senior citizens and other groups to provide them with current information concerning criminal activity of which they could become victims.

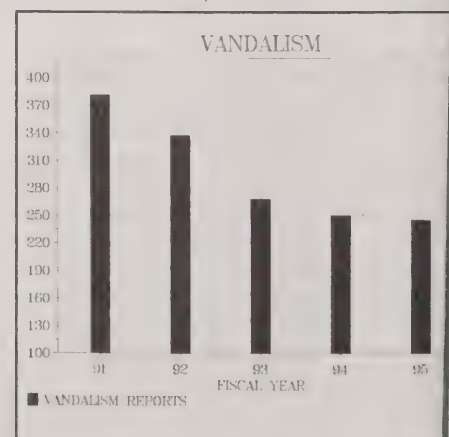
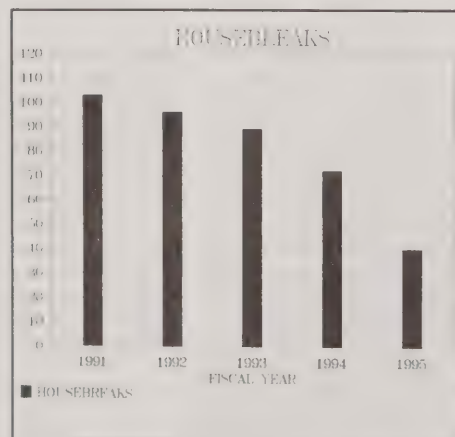
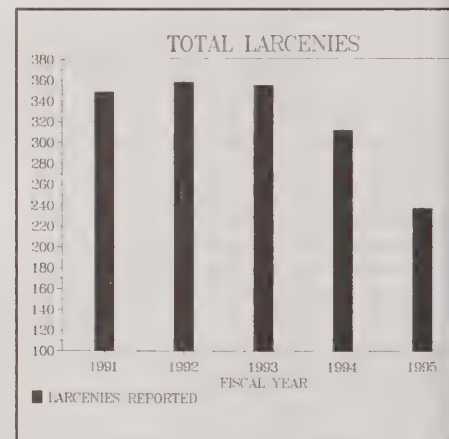
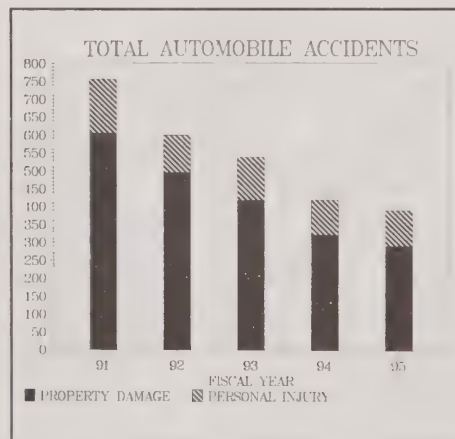
In addition to the annual holiday dinner for senior citizens, the Police Department Honor Guard assisted at social functions held to honor veterans at the local VFW post.

Members of the department, including the Community Service Office, participated in the Interagency Safety Committee which was formed to focus on improving safety for schoolchildren.

In December, computer aided dispatch operations were initiated. This technological improvement provides the department with the capability of automated recording of dispatch and response information, as well as the coordinated assignment of dispositions which forms the foundation of the department's reporting system.

FY '96 FORECAST

- To continue to develop a well-trained and motivated force of disciplined officers who are ready and able to meet the law enforcement and service needs of the community.
- To continue drug and safety programs for Needham residents and schoolchildren.
- To initiate an automated incident reporting system.
- To implement Enhanced 911 service with the assistance of the Statewide Emergency Telecommunications Board (SETB).
- To continue to develop policies and practices which address the needs and provide efficient and effective law enforcement services to the community.



FIRE DEPARTMENT



Robert A. DiPoli,
Fire Chief

MISSION STATEMENT

provide to the Town of Needham an effective, well-trained team of professionals to protect the lives and property of its residents through fire suppression, emergency medical services, and fire prevention and education in the most cost-effective manner possible.

BUDGETARY DATA

Salaries	\$3,646,576.
Purchase of Services	100,089.
Supplies	160,755.
TOTAL	\$3,907,420.

PERSONNEL DATA

FY95, the Fire Department employed 71 full-time employees.

FY95 SUMMARY OF INCIDENTS

Fires	179
EMS	1,289
Service Calls	294
False Calls	468
Miscellaneous Calls	295
TOTAL	2,525

Miscellaneous calls include overpressure rupture, hazardous conditions and good intent calls. In addition, there were numerous Fire Prevention, Alarm and Public Information calls.

COST OF FIRE PREVENTION

The cost of fire prevention and emergency medical services provided by the Fire Department averaged \$135.96 per year, per person or \$.37 per day, per person in FY95.

FY95 HIGHLIGHTS

The Fire Chief was elected President of both the International Association of Fire Chiefs', New England Division, and the Fire Chiefs' Association of Massachusetts.

Firefighters Frank Ficcardi and Richard Healey retired.

Three new firefighters were hired including Donald Gavel, Peter Vigliano and Jonathan Reeves.

A new Quint was placed into service in July. The Fire Prevention Bureau (FPB) issued 187 permits and collected \$27,505.00 in revenue.

Forty-three underground tanks were removed under the provisions of MGL, Chapter 148, 7 C.M.R., 9:00.

The FPB continued to inspect for properly installed, working smoke detectors upon the sale or transfer of homes.

Twenty-eight blasting permits were issued to prepare for new roads and new building construction.

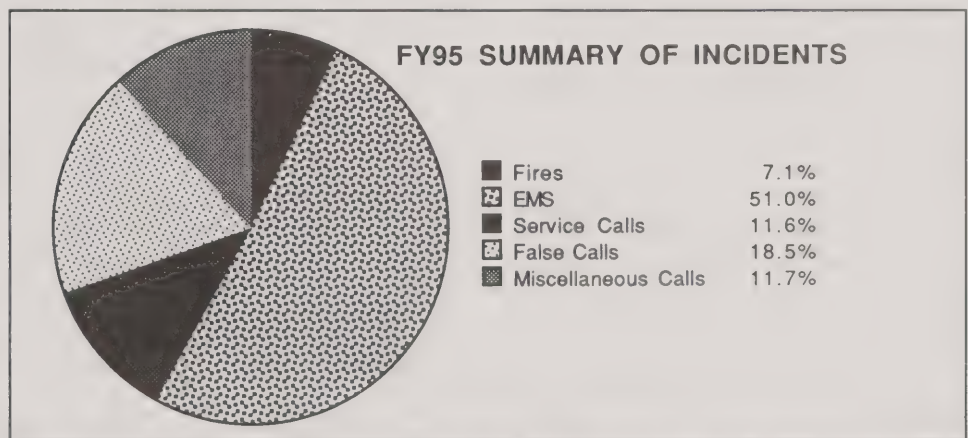
- In accordance with 527 C.M.R. 8:00, and in an effort to protect the public safety from the danger of fire due to tank or container leakage of flammable or combustible liquids, the FPB inspected 40 registered motor vehicles (cargo tanks, transport tanks, and portable tanks) transporting such liquids.
- The Emergency Medical Services (EMS) division responded to 1,289 calls and collected \$175,284.00 in revenue.
- The EMS division welcomed ten (10) more EMT's who successfully completed their state exams.
- Two carbon monoxide detectors were donated by the Needham Co-operative Bank and personnel were trained in their proper use. The Fire Department operates two fully equipped state certified rescue ambulances.
- Emergency medical data informational kits are available free of charge to residents of the community.
- The EMS division personnel are now trained in using both EPI-Pen which is a life saving injection for those allergic to bee stings, and the automatic defibrillator which can shock the heart in a life and death situation.
- The Fire Alarm division collected \$61,725.00 in Master Box subscriptions, \$750.00 in commercial sprinkler inspections and \$400.00 in commercial fire alarm inspections.
- Fire Alarm personnel made approximately 622 visits to businesses within Town to

check on fire protection systems which had a master fire alarm box installed. Approximately 175 trips to businesses were made for the same reason, but did not have the fire alarm box installed.

- The Assistant Superintendent of Fire Alarm was elected President of the International Municipal Signal Association, New England Chapter for FY96. In addition, he also serves on the Fire Prevention-Fire Protection Advisory Board under the control of the Commonwealth of Massachusetts, Board of Building Regulations and Standards.
- In May, members attended a Mass Casualty Incident training program under the guidelines of the Department of Transportation.
- In October, EMT's attended a 24 hour DOT Refresher course as well as CPR classes.

FY96 FORECAST

- The EMS division hopes to receive a donation of two additional defibrillators for our engines to give us full defibrillator coverage.
- The EMS division hopes to purchase a new training child mannequin for CPR instruction.
- With more and more EMT courses being offered, the division hopes to encourage additional firefighters to take the course for certification to join our EMT force.



World War II Veterans
attend the Iwo Jima
Program at the
Needham Historical
Society, 1995.

PUBLIC SAFETY

BUILDING DEPARTMENT



Armand LaVigne, Building Inspector; Andrew Brown, Plumbing Inspector; Ernest Hohengasser, Wiring Inspector

BUILDING DEPARTMENT

This department is responsible for reviewing applications and plans to construct, alter and demolish any building or structure, for compliance with applicable Zoning By-Laws, Massachusetts State Building Code, Massachusetts State Fuel, Gas and Plumbing Code, Massachusetts State Electrical Code and the Town of Needham Sign By-Law.

The Massachusetts State Building Code also requires this department to inspect public buildings. There are 13 places of worship, 15 day care sites, several state group homes, 4 nursing home facilities, Deaconnes Glover Hospital, The Charles River Association for Retarded Citizens, The Walker Home, 7 public schools, 2 private schools, and approximately 45 other places of assembly that require inspections throughout the year to insure that these structures comply with the Building Code for public safety, ingress and egress.

Responding to inquiries about what one is allowed to do at his property has been a major responsibility of the Building Inspector. It is the Inspector who must determine that all permits for additions and uses of properties, both residential and nonresidential, conform to the Town of Needham Zoning By-Laws.

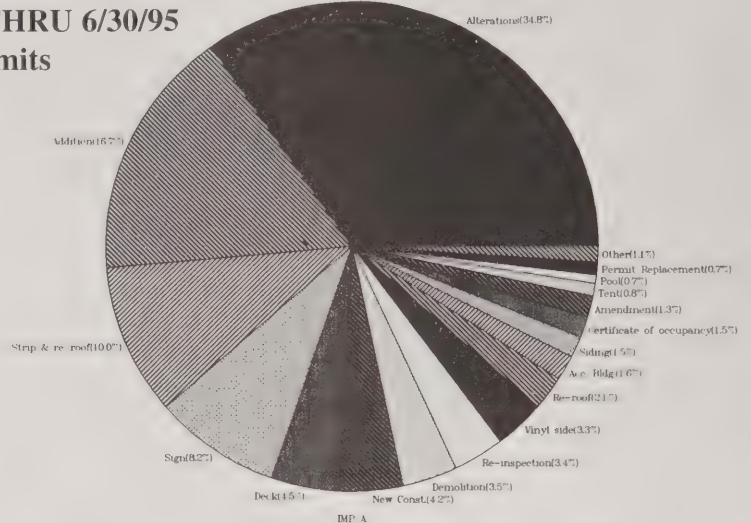
The Building Inspector also advises those residents who are not in conformance with the Zoning By-Laws of that fact and sees that the necessary corrections are made.

Number of employees: Full-time 3, Permanent part-time 4, Part-time 7

BUDGETARY DATA

Salaries	\$152,484.00
Expenses	\$5,187.00
Total	\$157,671.00

7/1/94 THRU 6/30/95 986 permits issued



This Department issued a total of 2,490 permits and collected \$476,667.50 this year in permit fees.

	# of permits issued/Fees collected				
	1990	1991	1992	1993	1994
Building	670/\$148,141.	738/\$190,864.	744/\$247,294.	794/\$210,519.	723/\$399,835.
Plumbing	526/\$ 15,558.	557/\$ 16,520.	677/\$ 20,881.	695/\$ 19,615.	744/\$ 20,880.
Gas	223/\$ 4,855.	280/\$ 5,710.	249/\$ 5,775.	314/\$ 7,355.	257/\$ 5,945.
Wiring	954/\$ 39,425.	786/\$ 41,681.	774/\$ 42,670.40	756/\$ 38,573.	717/\$ 44,471.
Signs	60/\$ 2,830.	47/\$ 2,560.	63/\$ 3,080.	37/\$ 1,500.	44/\$ 2,210.
Swimming Pools	15/\$ 650.	12/\$ 500.	10/\$ 400.	6/\$ 275.	5/\$ 200.
Miscellaneous Fees	\$ 4,542.	\$ 3,735.75	\$ 2,903.75	\$ 6,539.50	\$ 3,126.5
Totals	2,461/\$216,326.	2,402/\$ 261,570.75	2,515/\$323,004.15	2,602/\$284,376.50	2,490/\$476,667.5

	1990	1991	1992	1993	1994
New Single Family Dwellings	19	23	36	34	34
New Two Family Dwellings	-	1	-	-	-
New Non-residential Buildings	3	2	2	5	2
Conversion to Two Family	-	-	-	-	-
Add/Alter Existing Residential Buildings	538	566	559	561	549
Add/Alter Existing Non-residential Buildings	77	129	122	145	109
Demolish or Relocate	20	17	14	42	29
Swimming Pools	15	12	10	7	5
Signs	60	47	63	37	44
TOTAL	745	774	806	831	772

Battle of the Bulge display, Needham Free Public Library, 1994.



World War Commemorative Committee entry Fourth July, 1995.

PUBLIC WORKS DEPARTMENT



hard P. Merson, Director of Public Works; nes J. Courchaine, Superintendent Water l Sewer Division; John F. Cusick, erintendent Park Division; David F. zenwood, Town Engineer; Roger A. Stolte, erintendent Highway Division

PROPOSE

Public Works includes, in its broadest sense, endeavors related to the planning, designing, construction, operation, maintenance and management of the physical facilities necessary or desirable to community life. Needham Public Works Department renders service to all citizens in the areas of highway maintenance and construction, water supply and distribution, sanitary and storm sewer construction and maintenance, solid waste disposal and recycling, traffic control, park maintenance and snow removal. The Department provides its own administration, engineering and equipment maintenance.

BUDGETARY DATA

Personal Services	\$1,953,382
Depenses	1,418,143
Capital Expenses	84,766
Law & Emergency	149,999
MWRA Sewer	3,126,468
MWRA Water	129,857
Total	\$6,862,615.

Water & Sewer Division Enterprise Fund
Total \$1,682,226.

Number of employees
Full Time - 78
Part Time - 15

'95 HIGHLIGHTS

Recycling markets continue to improve. Recycled 30 percent of the solid waste stream. Processed 7,642 tons of rubbish to the Incinerator Hillbury (burn to energy plant). Replaced 16,300 tons of material in the landfill.

Entered into 5 year contract with PRINS Recycling Facility in Charlestown, MA

Recycled 1,790 tons newspaper and mixed paper, including phonebooks and magazines; 160 tons of commingle, including glass, aluminum and tin cans, milk and juice cartons and #1 and #2 plastic containers, and 141 tons of corrugated cardboard.

Removed 320 tons of metal from the waste stream.

Removed 20 tons of tires from the waste stream.

Goodwill received 136 tons of textiles.

Composted 4,360 tons of yard waste and woodgrinder processed 11,024 cubic yards of brush.

12,544 Disposal Area user stickers were purchased.

Reconstructed and resurfaced 4.50 miles of roadway - West St and Central Ave, from Newton Town-line to Hampton Ave and from St. Mary St to Webster St.

Placed 1,350 tons of asphalt for road patch and sidewalk repair.

Stonesealed 1.50 miles of roadway & placed 8,400 gallons of crackseal on 17 roadways.

Overlay 1 mile of sidewalks on the school walking routes.

Loam and seed 2.50 miles of berm.

DeFazio Complex - Performed traffic studies for vehicles and pedestrians; developed several layouts for proposed entrance roadway locations; and irrigation system updated.

Carleton Pavilion - Provided engineering assistance for construction began survey work for engineering design of Bird St, Parish Rd. Morton St., Noanett Rd., Gary Road, Lee Rd., Amelia Road, Hewitt Cir, Elder Rd., Evelyn Rd., Yale Rd., Bower St. and Harvard Cir.

Began revisions to Planning Board Rules and Regulations

Start revisions to Town's Street Acceptance and Roadway Construction standards.

Re-designed intersection configuration for Rosemary St, Parish Rd and Nehoiden St intersection.

Begin reconstruction of Hillside School Parking Lot.

Installation of new electrical box at Heights Common for automatic lighting.

Loam, seed and sod worn areas of Cricket and DeFazio soccer and lacrosse fields.

Tree Planting and Arbor Day celebration at Hillside School.

New garden project at Memorial Park and installation of electrical box for automated irrigation system.

Improved access to Town Forest fire roads.

Continuation of street tree planting along main thoroughfares.

MWRA Wellesley Extension Sewer Main Replacement completed.

Cooks Bridge Sewer Pumping Station rebuilt with 2 new pumps.

Replaced 120 feet of 8 inch sewer main; replaced 70 feet of sewer pipe on Walnut St due to root intrusion; and replaced 60 feet sewer pipe on the Route 128 Highland Avenue entrance ramp.

Cleaned 75,000 feet of sewer mains.

Rebuilt 150 sewer manholes and catch basis.

Entire water distribution system was high velocity flushed to remove sediment.

29 lead water services, from the water main to the house, were replaced

27 hydrants were replaced.

Replaced 124 ft. of 12 inch water main on West St., and installed 1,100 ft. of new water main on Country Way and 500 ft. on Village Lane.

Completed lead & copper study, need to adjust pH for corrosion control.

Several Water and Sewer Division personnel upgraded their water distribution, water treatment and wastewater collection system operation licenses.

Installed 200 second water meters (for outdoor watering).

Received award from American Dental Society for proficiency in fluoridation methods and procedures.

Entered into a 10 year agreement with MWRA to purchase water during high peak demands.

ADMINISTRATION DIVISION \$185,519 includes administrative service to all divisions, and water records, data entry and customer relations.

ENGINEERING DIVISION \$185,519 includes administrative service to all divisions, and water records, data entry and customer relations.

GARAGE AND EQUIPMENT DIVISION includes operation, maintenance \$264,660 and repair of equipment, Public Works Building and equipment replacement.

PUBLIC FACILITIES

HIGHWAY DIVISION \$1,939,985
includes maintenance of public ways, Recycling and Transfer Station operation, traffic, traffic control, and special projects, including landfill closure and traffic consultant.

PARK DIVISION \$578,454
includes forestry, park and recreation, Ridge Hill Reservation, and Memorial Park.

SEWER DIVISION - DRAINS \$162,317
includes maintenance & repair of drains

SNOW AND EMERGENCY \$149,999
includes

SNOW - street and sidewalk plowing, de-icing sand and chemicals and equipment repair; and

EMERGENCIES - Disposal Area, sewer, water and winter storm damage.

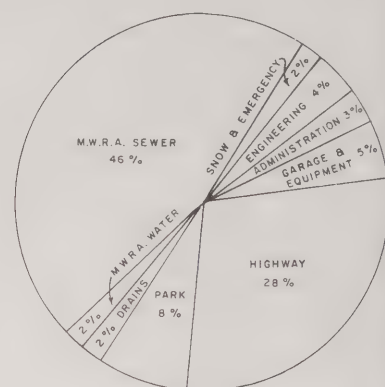
SEWER DIVISION - ENTERPRISE FUND \$578,454

includes maintenance & repair of sewers, pumping station operation, sewer construction, sewer system rehabilitation and MWRA sewage disposal.

WATER DIVISION & ENTERPRISE FUND \$633,026

includes supply & pumping, treatment, distribution, customer service, water system rehabilitation, water meter and hydrant replacement and MWRA water purchase.

HOW THE FUNDS WERE EXPENDED



TOTAL \$6,862,615

BOARD OF HEALTH



Saul Adams, Rachel E. Spector, A. Raymond Taurasi, Frederic Cantor, Director

PURPOSE

Elected by the citizens of Needham, the Board of Health is empowered by the Massachusetts General Laws to enforce state and local public health and environmental regulations. The mission of the Board of Health is to preserve, protect and improve the public health and social well-being of the citizens of Needham by promoting health and preventing disease and environmental pollution.

BUDGETARY DATA

Number of Employees
Salary \$183,226. (Including Tobacco Control Grant Programs)
Expenses 6,906.
Total \$231,240.

RECEIPTS

Miscellaneous \$21.
Clinics 5,148.
Nutritional/Misc 2,356.
Permits 16,104.
Traveling Meals 38,006.
TOTAL RECEIPTS 60,635.

MENTAL HEALTH/MENTAL RETARDATION/EMERGENCY SHELTER

Mental Health Agencies \$43,741.
Charles River 9,700.
Total \$53,441.

DISEASE CONTROL

The following Communicable Disease statistics represent those reported during the last three years along with some of the screening programs and activities that the nurses performed during the year:

Communicable Disease FY93 FY94 FY95

Amebiasis	0	3	0
Campylobacter	8	7	8
Chicken Pox	61	34	59
Giardiasis	8	2	6
Hepatitis	1	1	0
Lyme Disease	0	0	2
Meningitis	0	1	2
Pertussis	0	4	11
Salmonellosis	9	8	9
Shigellosis	1	2	5
Tuberculosis	1	1	2

Animal Bites

Cats	9	11	17
Dogs	31	24	27
Other	4	1	1

HUMAN SERVICE PROGRAMS

Public Health Nursing

The public health nurses continue to offer health promotion, counseling, screenings, and immunizations, and investigate communicable diseases reported in the community.

They coordinate the WIC Program, Federal Fuel Assistance, Surplus Foods, and the Good Neighbor Programs. The Public Health Nurses license the nursery schools, day care programs, after-school programs, summer camps and tanning parlors within the town. The Public Health Nurse chairs an advisory committee to the Board of Health on Mental Health and Mental Retardation.

The following statistics represent some of the screening programs and human service activities that the nurses performed during the year:

Screening Programs FY93 FY94 FY95

Colo-Rectal Cancer	87	63	7
Employee Office Visits	460	432	49
Glaucoma	124	90	6
Hearing	525	544	43
Hemoglobin	30	17	
Mantoux Testing	179	249	21
Pb (lead) Blood Test	48	15	
Pediculosis (new)			43
Postural Screening	185	182	10
Skin Cancer Screening	77	108	1
Vision	590	577	3
Wellness Office Visits	2138	1875	18
Health Telephone Consults	116	1216	16
WIC (Women/Infants/Children) Sessions:	24	9	
Families:	130	62	

Immunizations

Influenza	2400	2700	25
Other Immunizations	30	21	

Licensed Facilities

Day Camps	2	2	
After School Day-Care	3	3	
Day Care Facilities	13	13	
Total Enrollment		928	9
Tanning Parlors	2	2	

Human Service Assistance Programs

ordinate Local			
Assistance (families)	81	87	83
deral Energy			
Assistance (families)	160	164	157
deral Surplus			
Food (families)	542	490	396
alth Guidance			
Home Visits	96	56	54
ivation Army-Good			
Neighbor (families)	8	15	17
hool Nursing Hours	253	269	107

MENTAL HEALTH

The Town of Needham supports funding to provide Community Care for Substance Abuse/Mental Health services at the Needham Guidance Clinic and for Adolescent Shelter, Family/Crisis Stabilization, Health Clinic and Substance Abuse Services at the Multi-Service Center in Newton.

From its new Hillside Avenue site, the Needham Guidance Clinic provided Needham residents with 1389 hours of direct service in FY95. Services include: mental health and substance abuse services for children, families and adults including short and longer term therapy, home based crisis services, psychiatric/medication consultations, psychological testing, and consultation to area schools.

Multi provided Needham adolescents with 64 nights of shelter during FY 95 along with 125 counseling hours to adolescents and their families and 32 visits to the health clinic.

MENTAL RETARDATION/DEVELOPMENTAL DISABILITIES

The Charles River Association for Retarded Citizens, Inc. provides the following services to people with retardation and/or developmental disabilities and their families in the town of Needham and many surrounding towns:

# of Needham Residents	
participating in FY95 Recreational	94
Occupational - Charles Rivers Industries (CVRI)	

Residential - Community Living Program (CP)	41
Advocacy	

The following services are provided by Charles River Industries:
 Competitive Job Placement/Supported Work/Day Activity
 Senior Choice Program - a work/recreational program
 Lawn Busters - a Lawn Care service
 Clean Sweep - a moving in/out House cleaning service

A complete Annual Report is available. Charles River ARC, P.O.Box 169, Needham, MA 02192 (617) 444-4347

PUBLIC HEALTH NUTRITION

An eight week series of weight management and behavior modification classes with an additional eight week maintenance program is offered during the year. Participants learn how to budget fat, eat healthier meals, increase daily activity and include favorite foods that will result in permanent weight loss. Individual nutritional counseling for management of diabetes, hypertension, high blood cholesterol and weight loss is provided at the office of the Board of Health. All programs are provided on a fee-for-service basis.

Nutrition Education FY93 FY94 FY95 Programs

Behavior Modification/Weight Control			
Classes Participants	8	32	32
Senior Keep Well Clinic Participants	9	3	2
Nutrition Education Presentations	3	4	8

Patient Conferences - Nutritional Counseling

Home Visits-Health Counseling	198	176	
Office Visit (fee-for-service 1989)	109	83	120
Telephone nutritional consults	118	160	160

Traveling Meals Program

Now in its twenty-fifth year, this program is overseen by the Nutritionist. For \$3.67 per day, two meals are delivered to homebound clients by over one hundred community volunteers.

Number of meals delivered	9,179	9,667	10,091
Number of client home visits	82	198	174
New Recipients	96	94	536
Average Daily recipients	42	37	45
Weekend Deliveries	97	123	230
Average weekend recipients	2	2	4
Total volunteer hours	2,025	2,796	2,798

ENVIRONMENTAL HEALTH

Environmental health activities are determined by public demand, legal mandate, complaints, licensure, permit requirements, inquiries, and regulatory enforcement of Board of Health, State Sanitary Code, Department of Environmental Protection, Right-to-Know, and other State and federal regulations. Below is a listing of environmental health field inspections and telephone and office consultations performed by the Board of Health environmental health agent in FY95. Additional accomplishments include: four food safety seminars offered free to Needham restaurants, development of the Safe Table Award Program, and a Food Safety Manual to support training initiatives.

	FY93	FY94	FY95
Camp field inspections	2	2	2
Carbonated beverage inspections/consults	5	4	4
Chapter 21E-Environmental consults	45	52	13

Food services-initial and follow-up and plan review	467	541	496
Chapter II housing inspections/consults	56	48	96
General nuisance inspections/consults	97	78	143
Rabies Clinics-	6	5	3
Demolition Release inspections/consults	47	52	19
Sewage and Sewerage inspections/consults	246	198	207
Subdivision field inspections/consults	22	18	8
Swimming pool inspections/consults	26	23	28

Licenses & Permits

Animal Permits	7	8	8
Bottling Plant Licenses	1	1	1
Burial Permits	255	358	267
Funeral Directors Licenses	4	4	4
Food Establishment Licenses	84	90	90
Food Establishment Licenses-Temporary	5	8	6
Food Service Plan Review	1	3	5
Massage Licenses	5	4	3
Semi-Public/Public Swimming Pool Permits	6	6	8
Septic Haulers Permits	8	8	8
Subsurface Sewage Installation Permits	4	5	5
Tobacco Permits (Established in FY9)			22

TOBACCO CONTROL PROGRAMS

MA Department of Public Health

The Needham Board of Health, serves as the lead agency in a tobacco control coalition for the Boards of Health of Dover, Medfield, Needham and Westwood. The Massachusetts Department of Public Health tobacco control program grant was renewed for \$72,250. The program is supported by the Health Protection Fund established upon the November 1992 passage of voter referendum question 1, the tobacco excise tax.

Key elements of the Tobacco Control Program include;

- Tobacco use education and prevention
- Development/enforcement of tobacco control regulations
- Enforcement of work site smoking policies
- Development of smoking cessation programs

Preventing the retail sale of cigarettes to minors is a key goal of the program. The percentage of retail stores complying with the prohibition of tobacco sales to minors has steadily increased from 33% in April 1994 to 89% in June of 1995, see chart.

Robert Wood Johnson Foundation

The Needham Board of Health is one of eight communities in a 3-year, \$350,000 grant, in conjunction with the MA General Hospital and the University of Massachusetts Medical School, to assess the impact of tobacco control programs on the prevalence of smoking in minors.

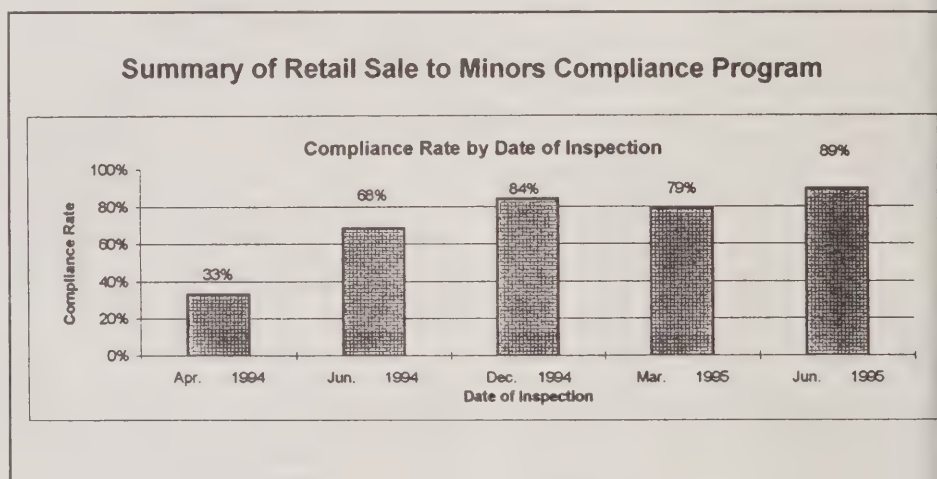
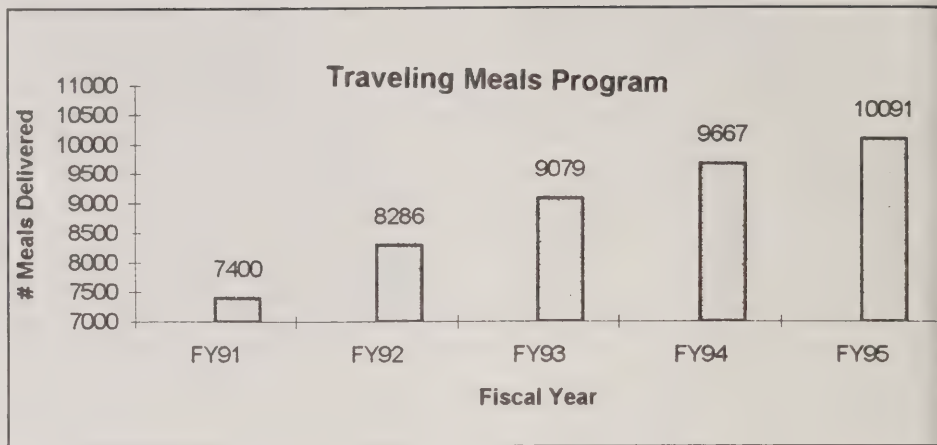
HUMAN SERVICES

FY95 HIGHLIGHTS

For FY 95 the Board of Health reports the following highlights: 1) The Board's tobacco control grant was renewed for \$72,250. Illegal tobacco sales to minors by retail stores have been reduced significantly. 2) 2500 people received flu immunizations; 3) Over 2,300 Needham residents participated in a Board of Health screening program; 4) More than 3,500 persons visited or consulted the Board of health for wellness and blood pressure checks, or health information; 5) Participation in the Traveling Meals Program continued to increase for the third year in a row. Participation rates increased by 4% in FY95. The Program delivered a record number of meals 6) three rabies clinics were sponsored with local veterinarians-more than 300 dogs and cats were vaccinated against rabies.

FY96 FORECASTS

- 1) New environmental regulations and decreasing support from federal and state resources will require the board to sustain and increase its environmental oversight and training capabilities.
- 2) Emergent and reemergent infectious diseases, such as; rabies, tuberculosis, E. coli 0157-H7, and hanta virus, and the potential for outbreaks, reaffirm the need for strong oversight by the Board of Health and prompt investigation of all disease reports.
- 3) As the Board of Health prepares to celebrate the 25th year of the Traveling Meals Program, program participation will continue to increase in response to changes in the health care delivery system and an aging population.
- 4) The board will increasingly be called upon to address complex and technical and health and human service issues.



DEPARTMENT OF VETERAN'S SERVICES



John J. Logan, Jr.,
Director

PURPOSE

- to carry out functions assigned to this office by Chapter 115 of the General Laws of Massachusetts for the towns of Needham and Dover.
- to keep a depository of discharges and records of veterans.

- to oversee the disbursements of veterans benefits to veterans and their families.
- to see that every veteran's grave is suitably kept and cared for.
- to see that flags are displayed on all Veterans' graves for Memorial Day.
- to help veterans' families get burial benefits and headstone markers.
- to assist veterans and their families fill out forms to acquire pensions, insurance and other benefits to which they are entitled.

BUDGETARY DATA

Salaries	36,723.00
Expenses	3,200.00
Veterans benefits	30,500.00
Total	72,773.00

FY 95 HIGHLIGHTS

The Memorial Day Parade

The dedication of the new war Memorial for the veterans of all wars at Memorial Park on Veterans Day.

The decorating of the veterans graves at St. Mary and Needham cemeteries for Memorial Day.

FY 96 PROJECTIONS

- to set up a data base of the towns veterans.
- to honor the 63 needham veterans who were killed in the service of their country, by flying the town hall flag each week in their honor.

OUR TOWN

SITUATION

About 10 miles southwest of Boston
Geodetic position of Town Hall:
Latitude 42° 16' 51.567" North
Longitude 71 ° 14' 13.048" West

COUNTY NORFOLK

POPULATION

28,384 (1994 Annual Town Census)

AREA

Approximately 12.75 square miles

ELEVATION

85 feet above sea level at Rosemary Meadows,
180 feet at Needham Square, 300 feet at Birds Hill.

ASSESSED VALUATION

Real Estate only	2,596,653,700
Personal Property	47,680,810
<i>Total</i>	<i>2,644,334,510</i>

TAX RATE

For the period from July 1, 1995 - June 30, 1996
\$13.06 - Residential; \$21.71 - Commercial

TAX BILLS

Tax bills are paid quarterly. Payments are due on August 1, November 1, February 1, and May 1. If unpaid by due date, interest will be added according to law from the date due to the date payment is made. *Motor Vehicle Excise is due thirty days from date of issuance.* Water Bills are issued quarterly and are due thirty days from date of issuance.

TOWN HALL Built in 1902.

TOWN MEETING

Representative Town Meeting
Meets First Monday in May

TOWN CLERK

Office open evenings - 2nd & 4th Tuesdays
July and August - 3rd Tuesday 7:30 PM - 9:00 PM

ABSENTEE VOTING

All elections

NOTARY PUBLIC/Justice of the Peace Town Clerk's Office

QUALIFICATIONS FOR REGISTRATION AS VOTERS

Must be 18 years of age, American born or fully naturalized. Registration at Town Clerk's Office, Monday through Friday, 8:30am - 5:00pm and second and fourth Tuesday evenings 7:30-9:00pm. Special evening registrations of Registrars held proceeding elections.

DOG LICENSES

All licenses expire December 31.
A dog should be licensed when 6 months old.
Proof of rabies vaccination is required
Fee: Neutered Dogs \$10.00
Unneutered Dogs \$15.00

RABIES IMMUNIZATIONS

All dogs and cats must be vaccinated for rabies.

SENATORS IN CONGRESS

Edward Kennedy (617) 565-3170
John Kerry (617) 565-8519

REPRESENTATIVE IN CONGRESS

John J. Moakley (617) 565-3170
Ninth Congressional District

STATE SENATOR

Cheryl Jacques (617) 722-1555

REPRESENTATIVE IN GENERAL COURT

Lida E. Harkins (617) 722-2470

TOWN OFFICES

FIRE DEPARTMENT

88 Chestnut Street

Emergency: 911

PHONE: 455-7580

FAX: 444-2174

HOURS: 24 hours a day

POLICE DEPARTMENT

99 School Street

Emergency: 911

PHONE: 455-7570

FAX: 444-3460

TDD-TTY: 444-5434

HOURS: 24 hours a day

PUBLIC LIBRARY

1139 Highland Avenue

PHONE: 455-7559

FAX: 455-7591

HOURS: M-TH 10am-9pm

F 9am-5:30pm

SAT 9am-5pm

SUN 1-5pm

PUBLIC WORKS

470 Dedham Avenue

PHONE: 455-7534

FAX: 449-9023

HOURS: Mon-Fri 8:30am-5:00pm

SENIOR CENTER

83 Pickering Street

PHONE: 455-7555

FAX: 449-4569

HOURS: Mon-Fri 9am-4pm

TOWN HALL

1471 Highland Avenue

PHONE: 455-7500

FAX: 449-4569

TTD: 455-7558

HOURS: Mon-Fri 8:30am-5pm

TOWN CLERK EVENINGS

2nd and 4th Tues. 7:30-9pm

SCHOOL ADMINISTRATION

1330 Highland Avenue

PHONE: 455-0400

FAX: 455-0417

TTY: 455-0424

HOURS: Mon-Fri 7:45am-4pm

Needham High School

609 Webster Street

Pollard Middle School

200 Harris Avenue

Broadmeadow School

120 Broadmeadow Road

Eliot School

135 Wellesley Avenue

Hillside School

28 Glen Gary Road

Mitchell School

187 Brookline Street

Newman School

1155 Central Avenue

EMERGENCY 911

POLICE911
POLICE TTY444-5434

FIRE/AMBULANCE911
HOSPITAL444-5600

Gas Leak1-800-572-9337
Street Light Outages262-4700
Abused Woman Hotline471-1234
Poison Center Hotline232-2120
Suicide Prevention Hotline247-0220

Power Outages262-4700
Tree Limbs on Wires262-4700
Child Abuse Hotline843-7010
Rape Hotline326-1111
Sewer Line BackupsSee Yellow pages

BOARD MEETINGS

Board of Health3rd Tuesday or Thursday5:30 PMSenior Center
Board of Selectmen2nd and 4th Tuesdays6:45 PMTown Hall
Council on Aging1st Thursdays7:30 PMSenior Center
Library Trustees2nd Tuesdays7:30 PMLibrary
Park and Recreation2nd and 4th Wednesdays7:00 PMTown Hall
Planning Board1st and 3rd Tuesdays7:30 PMTown Hall
School Committee1st and 3rd Tuesdays7:30 PMNewman School

SCHOOL CLOSINGS

When weather conditions cause schools to be closed or to delay their openings, PLEASE DO NOT CALL THE SCHOOL DEPARTMENT, POLICE DEPARTMENT, OR FIRE DEPARTMENT. Announcements are made on Cable Channel 13, local television stations, and local radio stations.

ASSESSORS 455-7507

Town Hall, Main Floor
Exemption Applications
Motor Vehicle Excise Questions
Property Assessments
Tax Rate Information

BOARD OF HEALTH 455-7523

Town Hall, Second Floor
Communicable Disease Info/Surveillance
Day Care Center Licenses
Domestic Animal Permit
Environmental Health Concerns
Food Establishment Permits/Complaints
Food Sanitation Training Programs
Fuel Assistance Program
Health Screening: *Blood Pressure, TB, Lead, Glaucoma, Skin and Colo-rectal Cancer*
Home Visits: Health Counseling by Nutritionist and Nurse
Housing: Requirements for safe and sanitary housing
Immunizations
Influenza Clinics
Lead Paint Determinations
Maternal and Child Health Services
Mental Health Services/Referrals
Nuisance and Sanitation Complaints
Nutrition Consultations
Rabies Vaccination Clinics: dogs and cats
Subsurface Sewage Disposal: Permits and information on location
Tobacco Control Program
Traveling Meals Program
Vaccine Depot
Water: Testing for lead/copper

BUILDING DEPARTMENT 455-7542

70 Dedham Avenue
Building Permits
Building Information
Demolition Permits
Gas Permits
Occupancy Permits for Business
Plumbing Permits
Relocating Structure Permits
Roofing Permit
Sealer of Weights and Measures
Sign Permits
Swimming Pool Permits

Tent Permits
Vinyl Siding Permits
Second Water Meters (outside metering)
Wiring Permits
Woodstove Permits
Zoning By-Law Enforcement/Questions

COMMISSION ON DISABILITIES 455-7512

American Disabilities Act Coordinator

CONSERVATION COMMISSION 455-7589

470 Dedham Avenue
Wetlands Information

COUNCIL ON AGING 455-7555

83 Pickering Street
Friends of Needham Elderly
Newsletter: The RIDE Transportation
Saturday DIAL-A-RIDE Service
Senior COMPASS
Senior Center
Senior Crisis Intervention
Senior Health Benefits (SHINE)
Senior Information/Referral
Senior Lunch Program
Senior Tax Return Assistance
Senior Transportation
Social Security Information/Referral
Stephen Palmer Senior Center
Sunday Program
T Passes for Seniors

EMERGENCY MANAGEMENT SERVICES 455-7580

EMERGENCY MEDICAL SERVICES 911

FIRE DEPARTMENT 911

88 Chestnut Street
Emergency Medical Services 911
Non Emergency 444-0142 or 455-7580
Burning Permits (1/5 - 5/1)
Fire Prevention
Fire Inspection - Smoke Detectors
Sprinkler Installation
Underground Fuel Tank Permits

HOUSING AUTHORITY 444-3011

28 Captain Robert Cook Drive

LIBRARY 455-7559

1139 Highland Avenue
Childrens Department 455-7560
Reference Department 455-7562
Assistive Equipment for Physically Challenged People
Books
Book Discussion Series
Books-on-Tape

Business Room
Cassettes, CDs, Records
CD-ROM Products
Community Room
Community Information and Referral Database
Dial-Up Access
Exhibits
Friends of Needham Public Library
Friends' Book Sales
Genealogy and Local History
Guest Lecturers
Handicapped Accessible
Information and Reference Services
Inter-Library Loan
Internet Connection
Language Tapes
Large Print Books
Magazines and Newspapers
Minuteman Library Network Member
On-Line Catalog Instruction
Photocopy Machine
Puzzles
Story Hours/Children's Programs
Talking Books for Blind/Physically Challenged
Tax Forms
Town Archives
Videocassettes

PARK AND RECREATION 455-7521

Town Hall, Second Floor

Recorded Information 444-7212

Arts in the Parks/Children's Theatre
Field/Park Administration
Field/Playground Permits
Mountain Biking Information
Outdoor Skating Information
Parent Guide to Children's Resources
Playground Areas
Program Information/Registration
Rosemary Pool Passes
Seasonal Employment/Volunteer Opportunities
Sports Kit Rental
Sports Organization Information
Tennis Court Passes
Trail Maps
Walking Information

PARKING CLERK 455-7532

Tuesdays: 4:30 PM - 6:30 PM

Fridays: 8:00 - 10:00 AM

By appointment

Parking Ticket Hearings
Parking Ticket Information

PERSONNEL 455-7530

Town Hall, Second Floor

Civil Service Exam Information
Town Employment Opportunities

PLANNING BOARD 455-7526

Town Hall, Second Floor

Flood Maps
Planning Board Meeting Agendas
Site Plan Permits
Subdivision Plans
Zoning By-Law Information
Zoning Map Information

POLICE DEPARTMENT 911

99 School Street

Non Emergency 455-7570
Animal Control 444-1212
Bicycle Registration
Firearm Permits
Town Emergencies (non business hours)
School Safety Questions

PUBLIC WORKS

DEPARTMENT 455-7534

470 Dedham Avenue

Emergency (non office hours) 455-7570
Field/Park Maintenance
Garbage Collection Information
Landfill/Recycling
Parking Regulations
Pothole Repairs
Public Tree Maintenance
Second Water Meters (outside metering)
Sewer Connections
Sewer Main Blockages
Snow Removal Regulations
Street/Sidewalk Resurfacing Information
Transfer Station
Water Connections
Water Leaks
Water Main Replacement

RIDGE HILL RESERVATION 449-4923

463 Charles River Street

Facility Rental Information
Fit Trail and other trails
Picnic Areas
Rangers

SCHOOL ADMINISTRATION 455-0400

1330 Highland Avenue

Adult and Continuing Education
Art: K-12
Athletics
Community Classroom Program
Computers: K-12
Elementary After School Foreign
Language Program
Elementary Interactive Spanish Pilot Program
English as a Second Language
Kindergarten After School Enrichment
Literary Publications

METCO

Minuteman Regional Vocational Technical

High School 861-6500

Music: K-12

Physical Education: K-12

Remedial Reading

Science Center

Special Education: Preschool-12

Student Exchange Programs

Summer School

SELECTMEN'S OFFICE

TOWN ADMINISTRATOR 455-7512

Town Hall, Main Floor

Town Wide Information 455-7500

Alcoholic Liquor License
Appointments to Boards/Committees
Automatic Amusement Device License
Bowling Alley/Billiards/Pool License
Class I - Dealer License
Class II - Used Cars License
Common Victualler License
Entertainment License
Second-hand License
Selectmen's Meeting Agendas
Utilities Hearings

TOWN CLERK 455-7510

Town Hall, Main Floor

Absentee Ballots
Appointed Committee Members Listing
Birth Certificates
Business Certificates
Census Information/Jury List
Certification of Petitions
Death Certificates
Dog Licenses
Elected Officials Current Listing
Fishing and Hunting Licenses
Justice of the Peace
Marriage Licenses
MA Income Tax Forms
Nomination Papers
Notary Public
Raffle Permits
Residential Street Listing
Sale of Zoning By-Laws
Sale of Design Guidelines
Voter Registration

TREASURER/TAX COLLECTOR 455-7504

Town Hall, Main Floor

Ambulance Bill Payments
Betterments
Garbage Collection Registration/Payments
Landfill/Disposal Area Stickers
Motor Vehicle Excise Tax Payments

Municipal Lien Certificates

Parking Ticket Payments

Real Estate Information/Payments

Water/Sewer Bill Payments

VETERANS SERVICES 455-7532

Town Hall, Second Floor

All Veteran Benefits
Discharge Papers Recorded
Flags and Holders for Graves
Headstones and Grave Markers
Veterans Assistance

YOUTH COMMISSION 455-7518

Town Hall, Lower Level

Alcohol/Drug Information and Referral
Alcohol/Drug Assessment and Education
Community Service
Restitution/Diversion Program
Counseling: Individual Group and Family
Parenting Education and Information
Peer Tutoring Program
Students Against Destructive Decisions
Violence Prevention Trainings
Youth Employment: Residential
and Business
Workshops on Adolescent and Family Issues

PRECINCT VOTER LOCATIONS

*A map is available at the
Town Clerk's Office.*

PRECINCT	LOCATION OF POLLS
A	Hillside School 28 Glen Gary Road
B	Hillside School 28 Glen Gary Road
C	Newman School 1155 Central Avenue
D	High Rock School 77 Ferndale Road
E	Pollard Middle School 200 Harris Avenue
F	Stephen Palmer Senior Cen 83 Pickering Street
G	Broadmeadow School 120 Broadmeadow Road
H	Broadmeadow School 120 Broadmeadow Road
I	Mitchell School 187 Brookline Street
J	Mitchell School 187 Brookline Street

NEEDHAM YOUTH COMMISSION



*Richard Creem,
David McGuire,
Colleen Schaller,
Thomas
Engelman,
Director. Not
pictured; Lori
Friedman, Tom
Lambert,
Barbara Popper,
Claire Sidell*

PURPOSE

The challenge of meeting the mental health needs of young people and their families is formidable. Recognizing that state and federal support networks continue to vanish at an alarming rate, local programming such as that provided by the Youth Commission, is emerging as a critical element in the lives of thousands of Needham youth and families.

The Youth Commission was founded in 1967 in response to the needs of young people and their families. Since then, as youth/family needs have evolved, the Youth Commission has worked to identify new concerns and to construct responsive programming. In all the Commission services, works to promote healthy lifestyles and support young people in their strides to become autonomous and responsible individuals.

BUDGETARY DATA

Salaries	\$112,134.00
Expenses	\$ 4,790.00
Capital Outlay	\$ 0

Number of employees: 2 Full time,
2 part-time, 1 intern

FISCAL YEAR 95 HIGHLIGHTS

The Needham Youth Commission currently operates as a mental health organization offering confidential clinical and programmatic services. The philosophy of providing support to all segments of the young population of Needham has resulted in a wide array of programming. The Commission adheres to the model of the clients utilizing the expertise of the staff to expand their understanding of themselves, and eventually to develop the skills required to seize greater control of their lives. In the past year the following services were offered:

COUNSELING

American culture has placed heavy demands upon young people and their families. The Youth Commission has identified an increased need for clinical support services. The Masters level clinicians are skilled at working with youth and their families experiencing difficulties with issues such as family discord, loss, drugs, alcohol, stress, and other mental health concerns. The approach to

addressing the needs of youth and their families begins with an unconditional respect and deep sensitivity for their issues. While all the interactions must be held in strict confidence, presented below is a statistical summary of our counseling services:

Individual/Family Clinical Hours:	1,021
Group Counseling Hours:	175
Presenting Issues:	
Family	35%
School	14%
Social	13%
Alcohol/Drugs	12%
Loss	10%
Other	16%
Clients Age:	
6-11 Years Old	21%
12-16	35%
16-20	29%
20+	15%
Source of Referral:	
Schools	32%
Police/Courts	28%
Parent	21%
Self	10%
Other	9%

Who uses the individual and family counseling services? They are neighbors, cousins, children, and friends; they are people with no health insurance or expired health insurance; they are in need of short-term assistance or are approaching issues which require referrals to hospitals; and mostly, they are people who have the hope and determination that life can bring greater satisfaction and reward.

Group counseling has proven to be a practical and effective avenue of programming for the Youth Commission, and allows the staff the opportunity to interact with greater numbers of people. This intervention offers a unique opportunity for young people to both team about issues which affect their peers, and to receive feedback from their peers. In the past year we have created groups at office and in coordination with the Needham Public Schools focusing on the following areas of concern:

Divorce	Drugs/Alcohol
Developing Social Skills	Abuse
Stress	Depression
Violence/Anger	Loss

In addition to small group work, a three session unit for elementary school aged youth addressing the issues of Anger and Violence has been developed over the past year over 30 hours of classroom work with students were facilitated in an attempt to: 1) Identify anger as normal; 2) Understand how anger/violence is represented in our culture; and 3) Develop new strategies for addressing anger.

EMPLOYMENT

The Youth Commission Employment Program continues to provide support to hundreds of Needham youth and families. It has been demonstrated that youth who work have an increased sense of responsibility and financial awareness, and that this use of time decreases their opportunity to engage in less healthy activities. The program consists of three major services: 1) Youth Seeking Residential Employment; 2) Residents Seeking Assistance;

and 3) Youth Seeking Business Employment. Over the course of the past year we recorded a total of 1,289 inquiries as follows:

Youth Requesting Office or Residential Employment:	411
Residents Requesting Assistance	674
Business Listings	204

RESTITUTION/DIVERSION

In conjunction with the Needham Police Department and the Dedham District Court, the Commission continues to provide opportunities for youth to participate in an alternative sentencing program. The Restitution/Diversion Program offers those who have committed minor violations of the law the opportunity to participate in community service work in exchange for elimination of their criminal record. The Youth Commission's role is to work with offenders and their families, identify the motivations for their behavior, provide and clinical support required, and oversee the placement and completion of community service hours. In the past year participating youth have completed their community services assignments at sites such as the Needham Public Library, Needham Police Department, Town Hall, and Council on Aging. Presented below is a statistical overview of the program:

Total Referral:	53 (41 male, 12 female)
Ages Range:	11-20 (average of 15.68 years)
Total Hours Completed:	1,050

PEER TUTORING

The Youth Commission's Peer Tutoring Program represents a progressive youth-to-youth collaboration. This program matches high school students with middle and elementary school students in need of academic or organizational/study skills assistance. Our role in the program consists of outreach to potential users, training of the high school volunteers, monitoring weekly tutoring sessions, providing support if problems occur, and facilitating communication between volunteers and user families. In fiscal year 1995, high school volunteers provided 448 hours of support to younger students.

STUDENTS AGAINST DRIVING DRUNK

As sponsors of the Needham SADD Program, we work with up to 30 high school student volunteers designing strategies for delivering the message of the dangers of alcohol. Over the past year meetings were held to discuss the issue of alcohol use and abuse, distribute an "Information Kit" to all freshmen at the high school, and develop numerous informational mailings to be sent to all high school students.

SUBSTANCE ABUSE AWARENESS PROGRAM

The Youth Commission provides this substance abuse awareness program to youth who have violated school substance abuse policy or those in need of counseling/education related to drugs and/or alcohol. Over 75 hours were devoted to young people who utilized this service in FY 95.

HUMAN SERVICES

COMMUNITY PARTNERSHIP/LIAISON

The Youth Commission devotes considerable time to assisting youth-related groups advance their message and impact. In the past year we participated/cooperated with groups such as:

- Massachusetts Assoc. of Municipal Administrators of Youth and Family Services
- Exchange Club Child Abuse Prevention Program
- Needham Comprehensive Health Advisory Committee
- Community Center Study Committee
- Needham Inter-Agency Committee
- Community Health Network Area
- Needham Business Association
- Needham Park and Recreation, staff training

The Commission has worked closely with dozens of school, town, and community members in a variety of roles, and, while we can't thank each of the people individually who supported us, we appreciate their interest in our desire to enhance our scope and impact.

FISCAL YEAR 1996 FORECAST

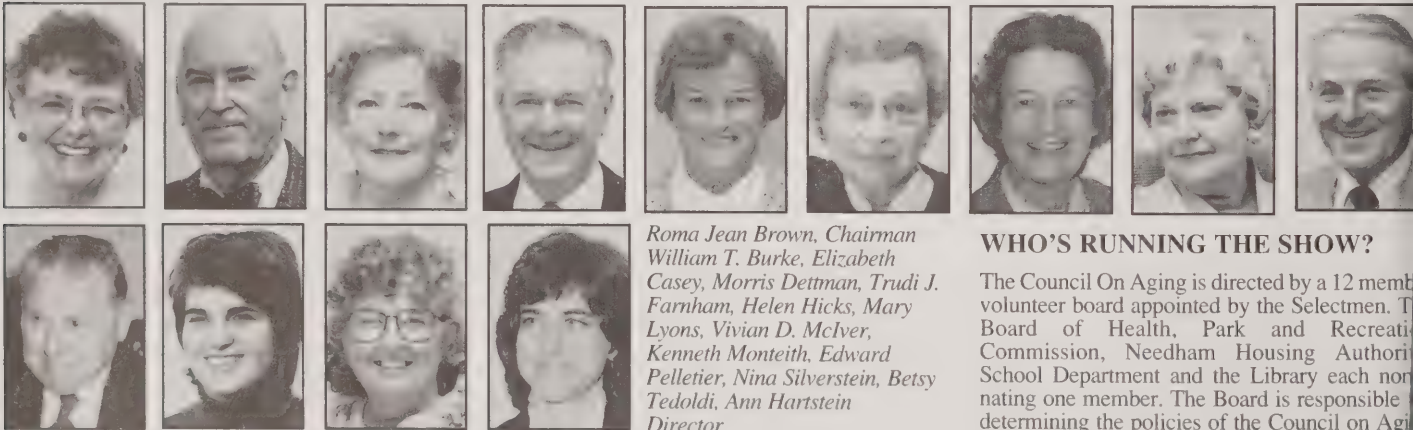
The coming year holds enormous promise for the Youth Commission:

- After 22 years of service, Tom Engelman resigned his position as Director; Jon Mattleman, MS, Counseling was hired for the position in August, 1995.
- An extensive internship program has been developed. Two interns, one from the Boston College Counseling Psychology Graduate School (25 hours/week) and another from the Human Services Department at Lesley College (8 hours/week) will join the staff. In sum they will be providing **33 hours of free service** to Needham youth each week.
- The employment program will be revamped to make this service more userfriendly, and to increase the number of successful employment connections.
- More job-related workshops, such as our Babysitter Training, and Job Employment Seminars will be offered.
- The SADD Program making students' participation, more meaningful.
- A new Substance Abuse Awareness Program focused more upon assessment and educational

interventions, while continuing a strong emphasis on counseling services will be initiated.

- A new effort called "PROJECT RAP" will begin. This program is aimed at middle school students and will be facilitated for five weeks during the summer. For a total of five hours weekly, youth will participate in healthy activities as well as focused discussions on peer pressure, drugs, alcohol, stress, loss, self-image, and anger. We thank the Exchange Club and Friends of Needham Youth for underwriting this initiative.
- The Commission will become significantly more active with the print and electronic media in an effort to inform the larger community of our services, and of issues relevant to youth and their families. In addition the Quarterly Statistical Summary will be published in an attempt to transmit a sense of both our clinical and programmatic work, and a new agency brochure will be created.
- The Commission will establish new connections with other town departments to enhance respective impacts in the community and collaborate on projects such as the acquisition of grants and construction of new programs.

COUNCIL ON AGING



*Roma Jean Brown, Chairman
William T. Burke, Elizabeth
Casey, Morris Dettman, Trudi J.
Farnham, Helen Hicks, Mary
Lyons, Vivian D. McIver,
Kenneth Monteith, Edward
Pelletier, Nina Silverstein, Betsy
Tedoldi, Ann Hartstein
Director*

WHO'S RUNNING THE SHOW?

The Council On Aging is directed by a 12 member volunteer board appointed by the Selectmen. The Board of Health, Park and Recreation, Commission, Needham Housing Authority, School Department and the Library each nominating one member. The Board is responsible for determining the policies of the Council on Aging in response to the expressed needs of elders in the town through annual surveys.

PURPOSE

The Needham Council On Aging was established in 1957 by Town Meeting. The original purpose of the Council, was and still remains, to:

1. Identify the needs and concerns of Needham's elderly and retired persons and those approaching retirement age;
2. Design, promote, coordinate and implement services and programs to meet those needs and concerns; and
3. Inform the community and enlist support and participation of all citizens in this effort.

HOW MANY NEEDHAM RESIDENTS ARE SENIORS?

The number of people age 55+ in Needham as of January 1, 1995 was 7,715

The Number of People Age 55+ In Needham
(As of January 1, 1995)



WHERE ARE THE SERVICES AND THE PROGRAMS?

The Stephen Palmer Senior Center is located at 100 Pickering Street where the professional Council On Aging staff oversees services and programs. Staff provides information, referrals, and assistance to elders and their families. The center hours are Monday-Friday, 9:00 a.m. - 5:00 p.m. and 11:30 a.m. - 3:30 p.m. on Friday. The Council On Aging office, located at the Stephen Palmer Center, is staffed 8:30 a.m. - 5:00 p.m. Monday through Friday throughout the year.

WHAT DID THE COUNCIL ON AGING DO FOR NEEDHAM SENIORS AND THEIR FAMILIES IN FY95

Over 9,550 meals were served at the Senior Center in conjunction with West Suburban Elder Services, Inc. Over 50,000 inquiries of a general information nature for seniors and their families were answered. Over 125 people per year come to the Senior Center for services, programs, or socialization.

Thanks to volunteer drivers who bring seniors to the Senior Center, almost 3900 rides were provided to enable seniors to get to the Senior Center this year. Another 1200 rides to and from the Senior Center were provided by taxi under contract with the Council On Aging. "The DE," funded in part by the MBTA, provided 100 rides to and from the Senior Center for persons unable to use other transportation due to physical or mental handicaps. Volunteer monitors from the Retired Men's Club who ride on the Shopper Bus, and Roche Bros. Supermarkets and the MBTA who funded the bus, provided approximately 2080 rides to Needham residents do their grocery shopping. The new Saturday transportation program provided rides for residents throughout Needham on Saturdays. Overall, over 9500 rides were offered to Needham Seniors under the auspices of COA transportation services this year.

Over 1000 people attended lectures and special programs throughout the year. Many others enjoyed socializing at the Senior Center. Artists have displayed their paintings and photographers have shown their photographs in the Senior Center gallery. Our lending library, created in conjunction with the Needham Free Public Library has loaned many books to Senior Center readers.

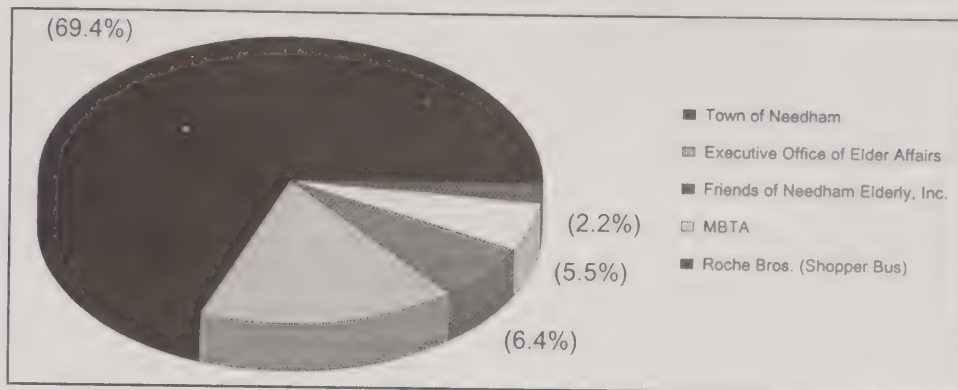
SERVICES AND PROGRAMS

Information and referrals to seniors and their families
Rides to and from the Stephen Palmer Senior Center
Home Visits
Assistance with medical forms/insurance
Information (SHINE)
On-site and out stationed health screening
Income tax assistance
Nutrition Counseling
Emergency-Every-Day calls
Shopper Bus rides and other
Transportation assistance
Recreational programs
Vision group services
Hearing services

Exercise programs for seniors
Recreation/Social/Arts & Crafts programs
Adult Education classes
Day Trips

WHO DOES THE COA WORK WITH IN MEETING SENIORS' NEEDS?

Needham Library with its "branch" at the Stephen Palmer Senior Center
West Suburban Elder Services, Inc. lunch site
Sunday through Friday



Board of Health and Deaconess-Glover Hospital health education seminars at the Stephen Palmer Senior Center
Crossroads, a mental health counseling agency
Boston College Legal Assistance Bureau for low cost legal services
Park and Recreation Commission programs for seniors
Deaconess-Glover Hospital for medical education programming
Needham School Department Adult Education classes held at the Stephen Palmer Senior Center
Needham Community Council's local medical and errand transportation
West Suburban Elder Services, Inc. medical and adult day health program transportation
Roche Bros. Supermarkets, sponsor of the COA Shopper Bus
The Needham Retired Men's Club, monitors on the COA Shopper Bus
Needham Youth Commission job matching
Visiting Nurse Associates, Inc. "Keep Well Clinics" (health screening)
Needham School Department Intergenerational programs
Needham Photography Club
Needham Art Association
MBTA

HOW DOES THE COA SPREAD THE WORD?

Senior COMPASS monthly newsletter
Attendance at community group presentations
Cooperative efforts with local newspapers
Contact with churches, synagogues, and schools and service agencies

WHAT DID THESE SERVICES COST THE TOWN?

Salaries	\$149,460	Number of Positions
Expenses	\$13,975	Full-time 4
Capital	\$1,850	Part-time 4
TOTAL	\$165,285	5 17 volunteers =
		8 full-time equivalents

ARE THERE OTHER SOURCES OF SUPPORT?

FINANCIAL SUPPORT/GRANTS

Friends Of Needham Elderly, Inc.	\$15,335
Executive Office of Elder Affairs	
COA Formula Grant '95	\$21,985
SHINE Consortium grant '95	\$17,510
MBTA	\$13,000
Roche Bros. Shopper Bus grant	\$5,200
Other Donations	\$2,580
TOTAL	\$75,610

VOLUNTEER SUPPORT

The Council On Aging and the Stephen Palmer Senior Center rely on many volunteers to maintain services and programs on a daily basis. Volunteers are matched to jobs that utilize their skills and are in keeping with their interests.
Number of individual volunteers 517 individuals
Number of hours given 15,335 hours
Equivalent full time people 8 full time equivalents
Estimated value by the Executive Office of Elder Affairs \$145,680

WHERE DO WE GO FROM HERE

The percentage of the total town population that is 60 years of age or older is currently 22.2%. Of that group, over 25% of them are over 80 years of age. As a consequence, the demand for assistance from the Council On Aging comes not only from seniors themselves, but also from middle aged people who find themselves responsible for caring for their aging parents and/or other relatives. All are turning to the Council On Aging for information and assistance.

The Council on Aging has begun townwide initiatives in the areas of transportation and service coordination to better serve the needs of seniors as well as all town residents. The council serves as a model program for other councils throughout the state as demonstrated by the presentation of the ROSE Award (Resources Organized to Serve Elders) to the Council by Massachusetts Governor William Weld and the Executive Office of Elder Affairs for exceptional "Media and Community Outreach" in October.

The Council On Aging Board remains committed to working with all Needham residents to insure adequate services for senior citizens and their families. The Council On Aging Board believes that Council On Aging services are essential to the quality of life in Needham.

HUMAN SERVICES

NEEDHAM COMMISSION ON DISABILITIES



Elaine Saunders, Maureen T. Gallagher Co-chairs; Frank Der Sarkisian, Trudi J. Farnham, Jeanie Martin, James A. Mayo, Carl F. Valente

- to promote full integration of persons with disabilities into the community.
- to provide information, referrals, and technical assistance to individuals, businesses and organizations in all matters pertaining to disability issues.
- to participate in a variety of forums and media events to develop public awareness of people with disabilities, and compliance with the Americans with Disabilities Act (ADA).

BUDGET

- expenditures FY 95 \$256

FY 95 HIGHLIGHTS

- actively participated in Pollard and Newman Building Committees, to advise them on matters of accessibility and compliance with ADA and Architectural Access Board (AAB) regulations.
- surveyed multiple municipal buildings, including Glover Hospital, Needham High School, Pollard and Newman Schools for compliance with accessibility codes.
- contacted local businesses to advise them of regulations regarding required handicapped parking spaces.
- coordinated efforts with Needham Police to more closely monitor violations of handicapped parking. Received approval for NCOD to use funds accrued from handicapped parking fines for matters related to disability.
- served on state and local transportation committees that advise and monitor THE RIDE, a service available to eligible disabled through the MBTA.

- honored three founding members of the Commission; Alfred Coren, Adrienne Dey, and Janice Kushner for their excellent service to the disabled community.

- made available listening devices for the hearing impaired at Town Hall and other locations

FY 96 FORECAST/GOALS

- to encourage the Town of Needham to complete and submit a self evaluation and transition plan as required under ADA.
- to have Needham High School complete renovations that would bring it in compliance with federal and state accessibility codes.
- to continue to participate in Pollard and Newman Building Committees.
- to work with local officials to increase the number and improve the placement of properly engineered curb cuts, and to remove other architectural barriers in the Town of Needham.
- to increase the number of appropriate handicapped parking spaces and ensure proper usage through cooperative efforts with Needham Police and community awareness.
- to serve as a resource in the Town of Needham on issues relating to the disabled - to encourage Needham citizens to participate in NCOD meetings, and to fill the recently vacant slots on the Commission.

For Further Information

Call Needham Commission on Disabilities (NCOD) (617) 455-7500

The Needham Commission on Disabilities meets on the third Tuesday of the month with the following membership: 9 members; a majority of whom are disabled; one of whom must be a family member of a person with a disability; and one of whom must be an appointed municipal official.

PURPOSE

- to advise municipal officials, public and private agencies, and other individuals to ensure compliance with federal, state and local disability laws.

DESIGN REVIEW BOARD

PURPOSE

The Design Review Board was established in 1988 by Town Meeting... "to provide for detailed design review of structures [and signage]... to enhance the natural and aesthetic qualities of the Town in order to protect and preserve the historical and cultural heritage of the Town." The Board's seven members are appointed by both the Board of Selectmen and Planning Board from among residents representing the design and architectural professions as well as local businesses.

Open meetings are held semi-monthly in the Planning Board's office at which applicants for new and altered signs, facades and sites

present their proposals. In 1992 the Board assumed the responsibilities of the former Sign Committee, conducting public hearings for proponents wishing to erect signs exceeding the provisions of the By-Law.

HIGHLIGHTS FOR FY '95

In addition to several informal pre-application discussions, the Board reviewed approximately 65 applications and conducted 10 public hearings. With no budget, Board members underwrote the cost of a comprehensive report made available at the 1995 Town Meeting. Fee revenues for FY '95 were approximately \$1,600.

FY '96 FORECAST

All non-conforming signs must comply with the By-Law by February 24, 1996. The Board has asked the Needham Business Association to publicize this requirement. This will increase the number of applications to come before the Board, but there is no way to quantify this.

PLANNING BOARD



David Kunhardt, Chairman, Devra G. Bailin, Frank Gallelo, David Gerber, Paul Killeen, and Newman, Director.

PROPOSE

The Planning Board is charged with broad tutory responsibilities to guide the physical growth and development of Needham in a coordinated and comprehensive manner. Specifically, the Planning Board is legally mandated to carry out certain provisions of the Subdivision Control Law (M.G.L., Chapter Section 81-K to 81-GG) and of the Zoning Act (M.G.L., Chapter 40A). These legal responsibilities are reflected locally in specific provisions contained in the Subdivision Rules and Regulations and Procedural Rules of the Planning Board and in the Town's Zoning By-Law. The specific services that the Planning Board provides are as follows:

Review and Approval/Disapproval of:

- Approval-Not-Required (ANR) Plans
- Preliminary Subdivision Plans
- Definitive Subdivision Plans,
- including ongoing administration
- Site Plans of certain larger
- developments (major projects)*
- Residential Compounds (RC's)*
- Scenic Road Applications

includes Special Permit Decisions, with legal notices, public hearing, and written decision; similar statutory procedures for Definitive Plans

Review and Advisory Reports on:

- Site Plans of certain smaller developments (minor projects)
- Board of Appeals, applications for variances and special permits
- Petitions for acceptance/discontinuance of public ways

Initiation, Development and Presentation of Proposed Zoning Amendments to Town Meeting

Preparation and Maintenance of a Master Plan and related planning studies to guide future physical growth and development in Needham (including studies referred to the Board by Town Meeting)

- Revisions to "Subdivision Regulations and Procedural Rules of the Planning Board" and printing of the same
- Reprinting of Town Zoning By-Laws and Zoning Map
- Provision of Information on Planning, Zoning and Development matters to the public (including residents, developers and other government agencies)

The important thing to remember is that if these services were not performed, the Town of Needham would be without the administration of land use planning and zoning regulations, and would be subject to costly lawsuits from private developers and citizens alike.

BUDGETARY DATA

Salaries \$ 81,264	Number of Employees
Expenses \$ 4,683	Full-time 2
Total \$ 85,947	Part-time 1

FY'95 HIGHLIGHTS

In its capacity as a special permit granting authority, the Planning Board processed 8 applications as "Major Projects" under the Site Plan Review By-Law. A site plan special permit was granted to Toplift Street Associates to combine two lots and redevelop the resulting property located at the intersection of Highland Avenue and Mellen Street. The permit as issued calls for the demolition of the existing Advanced Instruments building located on the site and its replacement with a 22,500 square-foot retail building. It is contemplated that the new retail building will be leased to Bed & Bath. A site plan special permit was granted to Coca-Cola Enterprise, Inc., for alterations to the company's bottling plant located at 9 B Street. The permit as issued calls for the demolition of 53,576 square feet of the existing bottling plant building, construction of additional warehouse space of 75,652 square feet, construction of a vehicle check-in facility of 5,483 square feet, and construction of a truck-wash facility of 3,598 square feet. Four permits with conditions were granted for facade modifications in the Center Business District. Two applications were reviewed and approved for minor revisions to previously granted site plan special permits.

In terms of land subdivision activity, the Board processed two subdivisions: a Definitive Subdivision Plan creating 9 new lots on Cedar Springs Lane located off Central Avenue; and a Definitive Subdivision Plan creating 14 new lots on Bridle Trail Road off of Cutler Road. In addition, a total of 16 plans were endorsed "Approval-Not-Required (ANR)" under the Subdivision Control Law, meaning that the lots created or altered on such plans met minimum frontage requirements.

The Board of Appeals referred 42 applications for variances, special permits and administrative appeals to the Planning Board last year;

and as required by the Zoning By-Law, the Board reviewed each application and submitted its recommendations in writing to the Appeals Board.

In fiscal 1995, the Planning Board initiated a number of amendments to the Zoning By-Law that have the effect of closing loopholes and refining previously existing regulations. The Annual Town Meeting in May responded by adopting all five zoning articles by unanimous vote. The first amendment permits existing nonconforming one-family or two-family dwellings.

The Three Rivers Interlocal Council served the Planning Board and the Planning Director on issues of traffic, land use and planning, and state policies and programs. Through its alliance with other members of the Council, Needham was able to influence development decisions affecting the future of the region.

Last, the Board, working with the Design Guidelines Partnership, contracted with planning consultants, David Dixon/Goody Clancy of Boston, to develop a set of Design Guidelines for commercial properties in Needham. The Guidelines will be used to encourage design that is attractive to the community and to help create an improved and more cohesive appearance in the Town's commercial centers, particularly in the downtown and in Avery Square. It is anticipated that the Guidelines will ease the approval process for businesses wanting to make a change to the exterior of any commercial property in Needham by describing the goals and standards the Town is likely to apply to decisions about buildings, storefronts and signs. The study effort grew from a recognition that although improvements will be gradual, undertaken over a number of years, they will have a strong impact on the Town's evolving character and, therefore, should be carefully coordinated.

FY'96 FORECAST

Planning, zoning and development activities envisioned for Fiscal Year 1996 include the interviewing, hiring and monitoring of planning consultants to conduct an in depth study of the zoning status of the Deaconess-Glover Hospital and the broader issue of health care development throughout Needham. A citizens task force consisting of business interests, residents of the immediate area and various civic groups will be appointed. Public workshops will be convened by the consultant. A final report with policy recommendations for land use regulations is expected, leading to eventual revisions in the Zoning By-Law at the 1997 Annual Town Meeting.

In closing, the Planning Board welcomes your participation in any of its meetings and, in particular, your expression of agreement or disagreement on positions the Board has chosen to take regarding the development of the Town.

DEVELOPMENT

CONSERVATION COMMISSION



Roy A. Cramer,
Chairman;
Alan Brand,
William Ely,
John T. Lynch,
John D. Marr,
Jr., Not pic-
tured Lisa
Standley

other land owned by the Town of Needham for open space purposes. The Commission also seeks to increase the open space recesses of the Town through purchase, gift, or granting of conservation restrictions on property.

BUDGETARY DATA

The Commission is staffed by one part-time employee (18.75 hours per week). The balance of the budget of the Conservation Commission is allocated to purchasing of services (consultants, title examiners, etc.), publications, memberships, and office expenses.

FY' 95 HIGHLIGHTS

Personnel	9803
Purchase of Services	3429
Expenses	1150
Total	14,382

Fiscal Year 1995 was a busy year for the Conservation Commission. In addition to continuing to monitor the MWRA Sewer Project, a number of subdivisions have been approved in the area between the Town Forest and Country Way, off Central Avenue. This area was previ-

ously undeveloped, due in large part to the existence of wetlands and the lack of adequate access to and from the site. A second means of access to the site from Central Avenue was obtained and the area is now becoming developed. The Commission was successful in overseeing the development of the area in an environmentally sensitive matter.

A highlight of the Fiscal Year was the obtaining of a 10 acre parcel of land off Central Street as a gift. The land is adjacent to other Town owned land. It is hoped that the area will one day be linked by a series of nature trails. The Commission was also successful in several of its enforcement efforts resulting in the restoration of wetland areas and collection of \$2,000.00 in fines.

FY' 96 FORECAST

The Commission hopes to complete work in conjunction with other interested Town officials and citizens, to complete the updating of the Needham Open Space Plan. We also look forward to implementing the trail maintenance and improvement plan on Commission administered lands.

PURPOSE

The major function of the Needham Conservation Commission is to administer the Wetlands Protection Act (Chapter 131, Section 40) and the Town of Needham General Wetlands By-Law. Other functions include the management of Ridge Hill Reservation and

HOUSING AUTHORITY



Richard W. Gatto,
Chairman,
Edward
Cahalane,
Charles H. Cahill,
Jr., Paulette J.
Turner, Ian
McLaughlan,
Director

\$515,350. Expenditures for the locally owned federally-assisted programs totalled \$252,175. In addition, \$628,577 was the cost of operating the Section 8 programs. Total expenditures for the year were \$1,396,102.

THE YEAR IN REVIEW

1. The Lead Abatement Program for the 200-1 development was completed. This was no small undertaking and cost \$683,000 to accomplish.
2. In cooperation with Boston Edison, all exterior and some interior lighting within the Linden-Chambers development was retrofitted to achieve an energy savings. The value of the retrofitting was in excess of \$50,0100.
3. In a cooperative effort involving the NHA, the residents of the 200-1 development and Needham's Christ Episcopal Church, the dream of a community room for the 200-1 development was realized. The facility is located in the NHA's old office building at 164 Linden Street. Not only did the church support the effort financially such as paying for a new heating system, but it took the form of personal involvement with parishioners working side by side with residents as they cleaned and scraped and painted the long neglected building. Individuals from the church continue their involvement by serving as volunteer tutors for children using the community room after school.
4. Community support of the Authority and its residents was also seen in the efforts of local realtors who raised the money, purchased the paint and went about the task of giving a much needed fresh coat of paint to the exterior doors within the Linden Street senior citizen development.
5. Still further community support came by way of the Needham Congregational Church UCC whose members who painted a number of apartments for senior living at Linden-Chambers. While the Authority provides

residents with paint to refurbish their units, does not have the manpower to actually paint the units. Seniors must call upon others to do the painting. Unfortunately there are some without anyone to call upon. To such people volunteer painters are a valuable resource.

6. An excess of \$500,000 in physical improvements has been undertaken within the Authority's Cook's Bridge development. These have included the construction of a new storm drain, the replacement of doors and windows, the construction of handicap ramps and installation of automatic doors, modifications to bathrooms including the installation of heaters where none previously existed, and replacement of the roof at the Seabeds W community room.
7. The Authority has secured approval from HUD for an additional \$247,000 which is earmarked for the reshingling of roofs and painting of building exteriors as well as installation of garbage disposals and additional site lighting.
8. The Authority has sponsored a number of first time homebuyer programs for Authority residents.
9. The Authority has experienced staff changes.

FY96 FORECAST

There is a certain amount of uncertainty facing the Authority in the next year. It is as yet unknown exactly what course Washington will be taking with the Department of Housing and Urban Development and the programs it administers. Similarly what changes may be forthcoming concerning the reorganization of state government and its effect on the Executive Office of Community Development are unknown. The Needham Housing Authority Board of Commissioners will continue to work with its professional staff and residents to deal with any contingency that may occur. In the meantime, the Authority's partnership with commissioners, staff and resident leaders will cooperate in setting goals for Fiscal Year 1996.

PURPOSE AND PROGRAMS

The purpose of the Needham Housing Authority is to provide housing assistance to senior citizens, families and handicapped/disabled persons with limited incomes. The Authority administers a variety of housing programs designed to aid four hundred and eighty (408) households including one hundred and fifty two (152) units of state-aided Chapter 667 housing for senior citizens, thirty (30) units of federally assisted housing for families, forty-six (46) units of federally assisted housing for elderly or handicapped individuals, seventy-two (72) units of Section 8 existing housing, twenty (20) units under the Section 8 voucher program, eighty (80) units of state-aided Chapter 200 veterans housing, and two (2) staffed apartments under the state's Chapter 689 program serving eight (8) persons with special needs.

BUDGET DATA

The Needham Housing Authority functions with a number of operating budgets, one for each of the housing programs it administers. Expenditures for the various locally owned state-aided programs during the past year totalled

BOARD OF APPEALS



William Tedoldi, Chairman, Michael Crowe, Susan Glazer, Jon Schneider, Robert T. Smart

The Board of Appeals met thirteen times this year to hear 33 applications for special permits, five applications for variance, and two appeals from decisions of the Building Inspector. Of

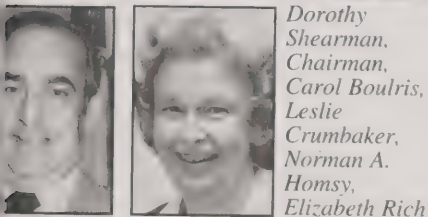
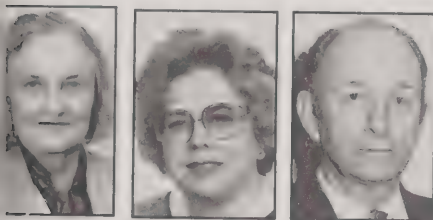
these, all applications for special permits were granted, all variances were denied, one decision of the Building Inspector was overturned, and one was upheld.

Costs for the year included:

Salaries	\$5662
Expenses	\$3781
Total	\$9443

Filing fees for the Board of Appeals consist of 1) \$100 for applications for residential special permits, variances, and appeals from the Building Inspector's decision, and 2) \$200 for applications for special permits for non-residential uses. Applications may be obtained from and filed in the Office of the Town Clerk, Town Hall. All decisions of the Board are filed with the Town Clerk and are a matter of public record.

HISTORICAL COMMISSION



Dorothy Shearman, Chairman, Carol Boulris, Leslie Crumbaker, Norman A. Homsy, Elizabeth Rich

PURPOSE

The Needham Historical Commission, created by the Town Meeting in 1976, consists of 5 members appointed by the Selectmen. Working under directives and criteria established by state and national government, the commission is responsible for identifying, researching, and recording the historic assets of the town. These assets are reported to the Mass. Historical Commission and those assets of historical distinction are nominated by the Commission to the National Register of Historic Places. The Commission is also charged with the support of historic preservation in the town.

BUDGETARY DATA

Budget: \$513
Expenses: \$22

Number of Employees: None - All members are volunteers

FY 94 HIGHLIGHTS

- Worked on the history of small parks
- Worked on the history of Needham Square
- Provided suggestions to school department about repair of the Emery Grover building (listed on the National Register of Historic Places)

FY 95 FORECAST

- Continue parks and Needham Square projects
- Review Great Plain Avenue changes
- Work in cooperation with town agencies to insure historic preservation goals are included in future planning.

CULTURE & LEISURE SERVICES

NEEDHAM PUBLIC LIBRARY



Mary Salaam, Chairman, Lois C. Bacon, Thomas M. Harkins, Gail B. Hedges, Sally B. Powers, Lois F. Sockol, Gregory J. Shesko, Ann MacFate, Director

PURPOSE

The Board of Library Trustees has adopted the following Mission Statement: The Needham Public Library is a medium-sized library serving a suburban community. Its mission is to bring enlightenment, knowledge, inspiration, enrichment, and culture to every member of the

community. The Library's primary focus is to create and maintain a Popular Materials Library with a secondary focus as an Independent Learning Center and a Formal Education Support Center. The Library fulfills its mission by maintaining a high-demand, high-interest collection of print, non-print, and

electronic media, and by providing timely, accurate, and useful information to community residents of all ages. The Library also serves as the archives for the Town of Needham. The Board of Trustees supports the American Library Association's Library Bill of Rights.

CULTURE & LEISURE SERVICES

BUDGETARY DATA FOR FY95

Personnel	\$572,778
Purchased Services	70,495
Expenses	17,650
Books, Periodicals, and Audio-Visual	99,998
Capital Expenses	29,900
Total	4790,821
Number of Employees	
Full-time	14
Part-time	36

DEPARTMENTAL STATISTICS

ADULT DEPARTMENT

Circulation (books, videos, CD's, cassettes, periodicals)	229,754
Books loaned to other libraries	4,335
Books borrowed from other libraries	2,261
Overdue notices and bills sent	2,616
Reserves placed	3,692
Total money returned to Town from fines, fees, lost books, etc.	\$42,112

REFERENCE DEPARTMENT

Reference questions answered	19,178
Directional questions answered	4,606
Reference books checked out overnight	556
Number of people using Genealogy Room	392

CHILDREN'S DEPARTMENT

Circulation (books, videos, records, CD's, cassette, periodicals)	184,646
Reference questions answered	8,548
Overdue notices and bills sent	1,440
Reserves placed	288
Story times and other programs	176
Attendance at programs	4,070

CATALOG DEPARTMENT

Adult books added to collection	4,647
Adult books withdrawn	9,061
Children's books added to collection	2,298
Children's books withdrawn	1,082
Records, CD's, and audiocassettes added	674
Records, CD's, and audiocassettes withdrawn	237
Videocassettes added	491
Videocassettes withdrawn	151
Total Collection	145,295

For the second year in a row the library set a new circulation record. 414,400 items were checked out during the fiscal year that ended on June 30, 1995. The two highest increases occurred in books-on-tape circulation higher than the previous year) and videocassette circulation (24% higher).

FY95 HIGHLIGHTS

July - The library's Fourth of July parade float received the Spirit of America Award (most patriotic). The Minuteman Library Network (Needham is a member) completed a successful digital line and telecommunications equipment upgrade.

August - 395 children registered for the Summer Reading Program "Ticket to Read" and read over 6,000 books.

October - The Needham Women's Club resumed its popular Saturday morning story time program. The Friends of the Library held another successful book sale.

January - An on-line database, "Health Index ASAP" was added to the library's terminals.

February - The library received a \$900 federal grant for a preservation survey and a \$13,000 federal grant to purchase equipment that will improve access to materials for physically challenged people.

March - A team representing the library trustees, library staff, and the Friends of the Library, participated in the Needham Education Foundation's annual Spelling Bee. Dr. George Bluestone spoke on the topic "Novels into Film" at the annual McIver Discussion Series.

April - The John Castano Memorial Lecture featured Marjorie Cohn of the Fogg Art Museum speaking on "Marks, Monograms, and other Mysteries in Old-Master Prints." The Needham Garden Club sponsored a visit from the Massachusetts Horticultural Society's Plantmobile. Several CD-ROM products were added to the Reference Department.

May - The library received two second-place publicity awards from the Massachusetts Library Association. The Minuteman Library Network installed new phone lines to facilitate dialup access. A reception was held to honor the library's volunteers and to recognize retiring trustees Roma Jean Brown and Charles F.C. Henderson. Library Friends and staff participated in Continental Cablevision's first annual telethon for libraries, "Plug In To Literacy."

June - The Reference Department began offering Internet access. An Assistyle Technology Open House, featuring equipment

purchased with a federal grant, was held. Sandra Jaszek was elected President of the Friends of the Library.

DONATIONS TO THE LIBRARY

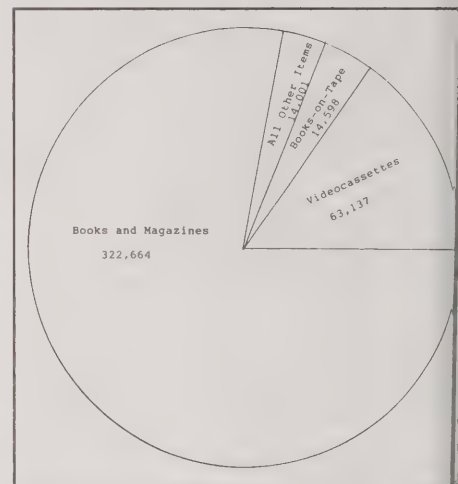
In FY95 forty-five people volunteered 976 hours of service to the library. This figure does not include the many hours given by the Trustees and Friends of the Library in presenting programs, booksales, etc. The library is also grateful for the Needham Garden Club's many contributions, including the pass to the Garden in the Woods, the weekly flower arrangements, the seasonal decorations, and the many hours spent maintaining the outside flower gardens.

Each year the library receives many thousands of gift books that are either added to the collection or given to the Friends of the Library for the Annual Book Sale.

FY95 Cash Donations and Memorials \$7,745

FY96 FORECAST

The Trustees will hire a space planner who will re-design the library's interior space.



Teapot sent by the British government as a token of gratitude to the nineteen families who hosted British refugee children.

CULTURE & LEISURE SERVICES

PARK & RECREATION COMMISSION



Philip V. Robey, Chairman, Thomas J. Conroy, Elinor R. Devlin, Jeffrey I. Meropol, James Sargent, Nancy A. White, Director

MISSION

Empowered by Chapter 45 of the General Laws of the Commonwealth of Massachusetts, the Park and Recreation Commission:

• Provides balanced year-round recreation programming and leisure services for all ages.

• Serves as steward of over 300 acres of public park land and Town Forest and schedules recreation and athletic facilities.

• Manages Rosemary Lake and Pool as the principal aquatic recreation facility.

• Provides long range open space and recreation planning.

• Coordinates and provides support service for any organizations.

• Provides youth leadership training and volunteer resource development.

• Five year members of the Commission are elected to three year terms. The Commission meets on the second and fourth Wednesdays of each month.

BUDGETARY FY'94 DATA

	Number of employees	
Salaries	\$266,270	Full time 4.0
Fees	\$ 26,613	Part time 74
Phase of Services	\$ 20,089	
TOTAL	\$ 312,972	
Operating Capital	\$ 36,927	
TOTAL	\$349,899	

1994 HIGHLIGHTS

The people, of great importance to the department, left during Fiscal Year 1995. In the fall, the Commission was stunned by the sudden death of Commissioner Dana Story. Donations in his memory have been made to Park and Recreation, the Booster's Club, and the funds will be combined on an upcoming project. In May, long time staff member Ginny Clifford retired, and Director Nancy White submitted her resignation after 13 years of service to the department.

Significant Donations

- Full sponsorship of Summer Arts in the Parks, from individual donors and Needham Cultural Council;
- Full sponsorship of Summer Children's Theatre by Needham Women's Club;
- Small playground at Walker-Gordon, partially funded by anonymous donor;
- Dugouts at Mills Field by Youth Summer Baseball;
- Field renovation at Walker-Gordon by Little League;
- Drinking Fountain at Avery by Girls' Softball.

People

- Resolution presented to Needham Women's Club to express thanks for years of service to department;
- Friends of Needham Youth co-sponsored summer volunteer thank you party;
- Director appointed member of National Recreation and Park Association's National Issues Committee;
- Assistant Director elected Community Representative of Massachusetts Recreation and Park Association;
- Director appointed member of the newly created Municipal Buildings Maintenance Board;
- Assistant Director appointed as Commission's representative on Community Center Study Committee;
- Administrative Assistant member of Employee Training Committee;
- Richard Weitzen was appointed to replace Dana Story on the Commission until the April election. Thomas Conroy elected in April to complete Mr. Story's term. Jeffrey Meropol and James Sargent re-elected to three year terms.

Programs/Facilities

- Construction began on the Carleton Pavilion at DeFazio Field;
- Mills Field Tennis Courts were resurfaced;
- Assistance was given in the creation of Regional Walking Club with Deaconess Glover Hospital;
- Donation line added to registration form for Trust Fund for Parks;
- \$10,000 grant received from Department of Environmental Management, and \$5,000 raised by neighbors of Walker Pond to restore better water conditions;
- Approval from Town Meeting given to transfer administration of Newman School fields, playground, and tennis courts to Commission

- Little League requested permission to put lights on Small Field at DeFazio;
- Highest revenue collected in history of department;
- Maintenance needs at smaller fields began to be addressed.

Community Service

- Boy Scout Eagle Scout project completed at Mills Field;
- Girl Scout Silver Award project completed at camp property;
- Hillside School held second annual community project day, cleaning up parks;
- New England Mountain Bike Association continued to clean trails in Town Forest; Citizens group continued to clean High Rock;
- Pollard 8th grade students held second annual community project day.

FY'96 FORECAST

- Study the future of the entire Rosemary Pool and Lake Complex;
- Begin transition of school fields administration with the Newman School fields, renovating fields and tennis courts;
- Begin and complete grant project at Walker Pond;
- Study the possibility of creating a 6th grade after school program;
- Study the possibility of running an after school intramural program;
- Continue to work with the Community Center Study Committee;
- Provide information and support to the Landfill Reuse Committee;
- Work with School Department and other town agencies to apply for grants;
- Share the benefits of parks, recreation and leisure with the community;
- Cooperate with other town department projects, i.e. Property Tax Work-Off Program;
- Continue to build cooperative relationship with School Department;
- Enhance relationships with community groups;
- Support state, regional, and national initiatives of the National Recreation and Park Association;
- Implement new computer registration system;
- Continue to seek new customer service options to better meet the needs of the community;
- Develop additional community service opportunities.

CULTURE & LEISURE SERVICES

MEMORIAL PARK



*John S. Gallelo, Chairman,
John J. Logan, Jr.,
Charles J. Mangine, Ron Sockol, Arthur M. Tiernan*

MEMORIAL PARK FIELD ACTIVITIES

Annual 4th of July celebration
Needham High School graduation
Needham High School Varsity Sports:
Baseball
Football
Track

Special Olympics
American Legion Baseball
Senior League Baseball
Summer Track Program
Arts in the Park Program
Softball Programs

MEMORIAL PARK FIELD HOUSE

The following clubs and/or organizations utilize the field house for their meetings.

American Legion
Needham Little League Baseball
Needham Pop Warner Football
Needham Touchdown Club
Needham Youth Hockey
Needham Boosters Club
Needham Radio Club
Needham Stamp Club
Needham Exchange Club
Needham Park Trustees

MEMORIAL PARK COMMUNITY ANNOUNCEMENT SIGN

This sign is utilized by numerous groups to announce to our community various activities which will be taking place.

DEPARTMENT OF FINANCE



Carl F. Valente, Finance Director; Robert W. Burke, Data Processing Manager, John Krause, Comptroller; Evelyn M. Poness, Treasurer and Tax Collector

BUDGETARY DATA

Salaries	\$546,403
Purchase of Service	397,421
Expenses	68,090
Capital Outlay	850
Total	\$1,012,764

FY95 HIGHLIGHTS

Much of the activity of the Department of Finance involves the day-to-day management of the Town's finances including \$52 million in operating expenses, \$1.1 million in Special Revenues, and \$18 million in Hospital receipts. Further, the Department processes 1200-1500 payroll checks per week, 500 bi-weekly teachers checks, 400 invoices and expense checks per week, 10,000 water/sewer bills and real estate bills quarterly, 26,000 motor vehicle excise bills, 3200 W-2 forms, 10,000 landfill stickers, and 1,100 garbage collection accounts.

In addition to maintaining the automated financial systems for the Town, the MIS Division assists the Town Clerk's office with automation of voter registration lists, and the Town and school census.

The Comptroller's Division and Treasurer/Collector are responsible for complying with a myriad of Municipal Finance laws and regulations as well as meeting the financial reporting requirements of the State and Federal Governments. These financial controls are essential in order to properly safeguard taxpayer dollars.

The Town also provides a variety of services to the Glover Hospital. For these services the Glover Hospital reimbursed the Town's General Fund \$25,000. During April-June 1994, staff from the Finance Department played a significant role in the separation of Glover Hospital from the Town. Transferring payroll, benefit, retirement and vendor information was critical to the smooth transition of Glover Hospital to a private entity.

The Town is fortunate in that over 98 percent of the property taxes were paid on time. In

addition, as a result of aggressive cash management by the Treasurer, the Town was able to earn \$390,000 in interest for the Town in Fiscal Year 1994.

The primary new activity for the Finance Department in FY94 was the implementation of a new general government computer system and public safety system, and the implementation of a new school department student records system. As part of this project the Finance Department implemented a new automated general ledger accounting system in November 1993, new payroll software in January 1994, and a new accounts payable system April 1994. These changes have been the most significant improvement the Town's financial management in the last decade and will result in a substantial improvement in the Town's ability to manage its finances.

FY96 OBJECTIVES

The primary objective for the Department of Finance in FY96 is to implement the remaining financial management applications on the new computer system including: utility billing, utility billing and miscellaneous receivables.

This new system is saving the Town over \$50,000 per year in hardware maintenance costs and has dramatically improved the Town's ability to serve customers and residents.

Also during FY96, the Finance Department will assist the Town Clerk in implementing a new voter system, and convert the current voter registration, census, and parking ticket system to the new computer system. Through the Treasurer's office, a new downtown parking permit system will be administered.

It is the goal of the Finance Department to meet the financial management requirements of all Town departments. In addition, it is the obligation of the Finance staff to safeguard the taxpayers and funds received from the residents and taxpayers of the community. The department is always looking for new ways to improve the efficiency of Town services and welcomes the comments of residents in this regard.

The Department of Finance consists of the Comptroller's Office, Treasurer/Collector, and Management Information Services (MIS). The Department is responsible for the overall financial management of the Town including: advising the Town Administrator of the Town's financial condition, assisting the Town Administrator in preparing the five-year Capital Improvement Plan, cash management, debt management, tax and utility billing, miscellaneous billings for Town services, risk management, audit review and internal financial controls, Minority Business Enterprise and Contract Compliance, and supporting all aspects of the Town's data processing operations. In addition, the MIS Division provides the School Department with wide variety of student information required for State and Town reporting including: automated class scheduling, daily attendance tracking, an report card processing services. Approximately 30 percent of the resource in the MIS Division support the variety of data processing service provided to the School Department.

EMPLOYEES PER DIVISION

Treasurer/Collector	5.5
Comptroller's Office	3.8
Data Processing	6
Total Staff	15.3

FINANCE COMMITTEE



Matthew J. Applestein, Cynthia Chaston, Paul O'Connor, Michael Fee, Gerard Sullivan, Executive Secretary. Not pictured; James G. Healy, Robert D. Friedman, Joseph Vicidomino, Thomas Hannigan

The Finance Committee's responsibility is to consider any and all municipal questions for the purpose of making requests or recommendations to the town, and is responsible for submitting a budget at the Annual Town Meeting. (Mass. Gen. Laws c. 39 § 16.) The committee's ability to make meaningful, reasoned, and sometimes unpopular recommendations is reinforced by the fact that also are taxpayers and residents who are interested in serving Needham's fiscal strength and quality of life.

Fiscal Year 1996 Operating Budget

The original budget requests made to the Finance Committee exceeded projected revenues by \$10,474. The Committee recommended to Town Meeting that a transfer of \$250,000 from the Stabilization Fund to the Town's General Fund. This was driven by the fact that it was necessary to set aside \$700,000 to cover actual and expected prior year deficits in the town's Overlay Account. The account covers

property tax abatements granted by the Assessors or ordered by the Appellate Tax Board. Needham was particularly hard hit in the commercial property area by cases relating to the early 1990's. Since it is not expected to continue into current years, the use of the Stabilization Fund meets the criteria for which it was established. After the transfer, the balance of approximately \$545,000 is slightly more than 1% of the Town's operating budget. The Finance Committee's long term goal is a balance equal to 2% of the operating budget. At Town Meeting the committee distributed a summary of future requested Capital improvement needs totaling \$26,260,618.

Total department budget increases for Fiscal Year 1996 were approximately \$1,900,000. The budget approved for the School Department increased \$1,400,000. No new programs were added.

The Operating Budget in Perspective

- Town wide Expenses are 21% of the Operating Budget,
- Schools comprise 48% of the budget,
- Police, Fire, Public Works are 22.5% of the total,
- All other departments share 9.5%.
- 62% of the Operating Budget is for Salaries,
- 14% is for Purchase of Services, Expenses,
- 1% is for Capital items within the Operating Budget. This includes the purchase of Police vehicles and School capital outlay.
- The remaining 2% (after Town Wide Expenses) is primarily for Snow and Ice removal and the Reserve Fund.

Capital Budget and Capital Improvement Plan

In closing the deficit the Finance Committee voted, and Town Meeting agreed, not to recommend \$351,000 of capital projects where the proposed funding is from current revenues or reserves. This did not make them go away. The Committee did recommend three items (Eliot portable classrooms, School sidewalk replacement, and Fire Department Radio upgrade) where the need seem more immediate. Funding will be through bonding.

Buildings and Grounds

It has long been the belief of the Finance Committee that deferred maintenance is an expensive form of borrowing. Years of tight budgets resulted in the constant deferral of critical repairs and maintenance to the Town's buildings and its grounds. The Town Meetings of November and May established Municipal Building Maintenance Board. Town Meeting endorsed phase one by approving the Newman Grounds Warrant Article that called for the bonding of \$128,000, an increase of approximately \$35,000 to the Public Works budget and a \$6,000 increase to the Park and Recreation Department.

In FY 96 year the Finance Committee hopes to encourage the formation of a Capital Planning Committee to work with the Board of Selectmen and the Finance Committee and encourage consistent planning through early gathering, studying and presentation of information. With representation from various Boards and Departments it is hoped that the Capital Planning process can become more systematic, less adversarial and eliminate the shuffling of projects each year.

BOARD OF ASSESSORS



Thomas Mulhern, Chairman, Richard W. Finnegan, John F. Milligan, James Weidenfeller, Administrative Assessor

PURPOSE

The Board of Assessors is responsible for the administration of a wide range of state laws regarding the estimation of value of real and personal property in the community. The market data collected and maintained within the Assessors' office forms the basis of ad valorem taxation. Upon completion of the town meeting process and receipt of warrants from the state and county, the Assessors set the tax rate based on the classification split selected by the Board of Selectmen.

FY '95 HIGHLIGHTS

This was the second year in the revaluation certification cycle. During the past year along with inspecting over 400 building permits, the assessing staff has completed its second third

of physical inspections as required by the Commonwealth. This is done to promote fair and equitable assessments.

The residential real estate market has continued to show a strong recovery in the community. This is evident through new house construction, demolition of existing houses and construction of new ones in their place, a lack of houses for sale and increasing resale prices of existing housing.

During the period of the recession, commercial and industrial suffered the largest decrease in value. As more space became available, rents were depressed and values declined. That trend has stabilized and in some areas showing slight increases.

Long time Assessor, Mr Herbert L. Dodge retired from the board in December of 1994. He

FINANCE

had faithfully served the Board of Assessors and the Town of Needham for over 24 years. A life long resident of Needham, Mr Dodge's knowledge of the town was an invaluable resource to the community. Because of the excellence of the applicants to fill the vacant position, the remaining board members left the selection to the electorate. Mr John Milligan was elected. Mr Milligan is a local businessman, a long time resident of the town and has many years experience in the real estate industry as an appraiser and broker.

BUDGETARY DATA

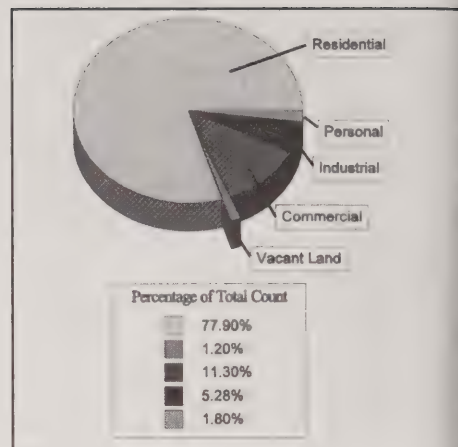
Salaries: \$185,444
Revaluation: 25,000
Expenses: 11,500

Employees:
6 Full Time

Since 1992, the Administrative Assessor and Asst. Administrative Assessor have also conducted the appraisal and revaluation function. This has greatly reduced the dependence on hiring outside revaluation firms thereby reducing revaluation costs.

ASSESSMENT STATS

Classification of property in the town is divided into several categories. While the residential portion is the largest, a better than average commercial/industrial base provides the mix for a well balanced community. An important highlight is the diminishing amount of vacant land available for development in the community.



CONTRIBUTORY RETIREMENT BOARD



Evelyn Poness,
Chairman, J.
Darrison Sillesky, Not
pictured,
Thomas A.
Welch II

per week, contribute either 5%, 7% or 8% of their salary. The percentage of contribution is based on their date of hire.

The Retirement Board is responsible to its members, the employees of the Town, for the investment of their retirement funds, to inform them of their rights to retirement benefits and convey any changes in the law which may impact benefits.

The Needham Retirement System, governed by a three member board, is a fund of 44,209,000. Those employees qualified for membership, working over twenty(20) hours

The separation of Glover Memorial Hospital from the Town of Needham created a significant outflow of cash from the System. In spite of withdrawals of over \$2.0 million, the fund

generated over \$5.5 million in investment earnings during fiscal year 1995.

Prudent cash management and conservative investment of funds has provided a net increase of over \$29,000,000 since we joined the Pension Reserves investment Trust in June 1985, \$3,500,000 of which was earned during fiscal 1995.

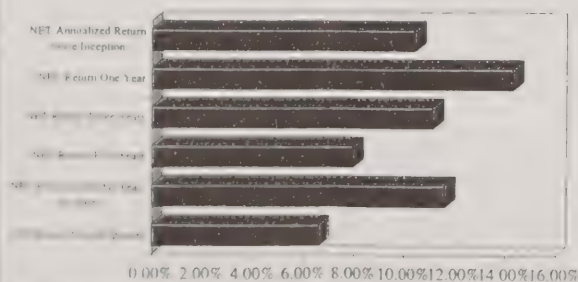
NEEDHAM PROFILE

Sources of Asset Growth	6/30/85 thru 6/30/95
Initial Transfer	\$15,222,999.24
Book/Market	\$520,786.00
State Appropriation	\$1,702,045.93
Net Contributions	(\$737,010.44)
Investment Earnings	\$27,500,408.74
TOTAL	\$44,209,229.47

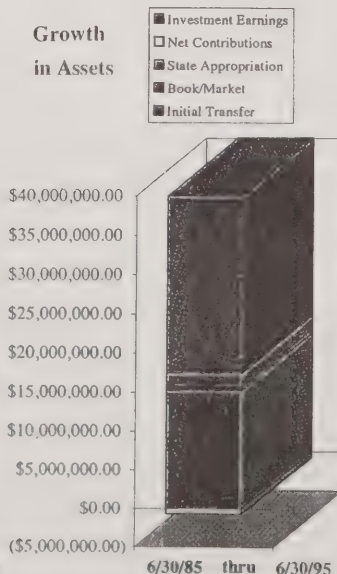
Performance Summary for Periods Ending 6/30/95

NET Annualized Return Since Inception	10.43%
NET Return One Year	14.28%
NET Return Three Years	11.14%
NET Return Five Years	7.95%
NET Return Calendar Year-to-Date	11.62%
NET Return Second Quarter	6.59%

Performance Summary



Growth in Assets



VFW members dedicated flagpole at St. Mary's Cemetery; VJ Day, 1995

TOWN OF NEEDHAM BALANCE SHEET BY FUND

GENERAL FUND JUNE 30, 1995

CASH	\$6,592,509
TAXES RECEIVABLE:	
Personal Property	\$69,456
Real Estate	<u>\$969,611</u>
	\$1,039,067
ACCOUNTS RECEIVABLE:	
Motor Vehicle Excise	\$266,133
Deferred Real Estate	\$388,306
Tax Titles	\$291,967
Betterments	\$135,990
Other Departments	\$233,083
Water & Sewer Services	<u>\$1,609,382</u>
	<u>\$2,924,861</u>
TOTAL ASSETS	<u>\$10,556,437</u>
LIABILITIES:	
Warrants Payable	\$2,345,884
Other Liabilities	<u>\$327,659</u>
	\$2,673,543
RESERVES:	
Revenue Deferred Until Collected Taxes	\$1,039,067
Revenue Deferred Accounts Received	<u>\$2,924,861</u>
	\$3,963,928
FUND BALANCE RESERVED/DESIGNATED	
Reserved For Encumbrances	\$363,730
Reserved For Abatements	\$337,089
Reserved For Continuing Appropriations	\$42,770
Reserved For Expenditure	\$1,455,000
Overlay Deficits	<u>(\$545,798)</u>
	\$1,652,791
UNSERVED FUND BALANCE	<u>\$2,266,175</u>
TOTAL LIABILITIES & FUND BALANCE	<u>\$10,556,437</u>

FINANCE

TOWN OF NEEDHAM

STATEMENT OF APPROPRIATIONS AND EXPENDITURES

YEAR ENDED JUNE 30, 1995

	Approp. Continued from FY 1994	Annual T.M. Approp.	Reserve or Special T.M. Transfers	Less Cont. Approp. to FY 1996	Total Avail. for Expend.	Expended Disburse.	Expended Open Encumb.	Expended Total	Unexpended Return to Surplus
Summary									
General Government:									
Administration	\$ 0	\$ 879,427	\$ 0	\$ 0	\$ 879,427	\$ 814,117	\$ 23,162	\$ 837,279	\$ 42,148
Finance	236,199	1,696,777	(612,778)	0	1,320,198	1,212,394	78,093	1,290,487	29,711
Public Safety	0	6,424,385	750,547	0	7,174,932	6,996,573	8,193	7,004,766	170,166
Public Facilities	0	4,923,102	113,200	30,000	5,006,302	4,913,735	87,948	5,001,683	4,619
Human Services	10,000	680,964	0	8,270	682,694	607,789	115	607,904	74,790
Planning & Development	15,000	117,966	231	4,500	128,697	119,528	0	119,528	9,169
Cultural & Leisure Services	0	1,152,049	5,000	0	1,157,049	1,123,890	21,064	1,144,954	12,095
Education	142,235	22,101,361	0	0	22,243,596	22,237,482	0	22,237,482	6,114
Townwide Expenses	0	14,439,139	(287,437)	134,729	14,016,973	13,811,747	32,232	13,843,979	172,994
Grand Total	\$ 403,434	\$ 52,415,285	\$ (31,237)	\$ 177,499	\$ 52,609,868	\$ 51,837,255	\$ 250,807	\$ 52,088,062	\$ 521,806
Townwide Expenses									
Street Lighting		\$ 380,00			\$ 380,000	\$ 380,000	\$ 0	\$ 380,000	\$ 0
Garbage Collection		98,000	(5,000)		93,000	91,738	0	91,738	1,262
Insurance General		565,000	(78,000)		487,000	417,400	0	417,400	69,600
Health Insurance		4,185,000	(690,000)		3,495,000	3,488,500	0	3,488,500	6,500
Worker's Compensation		450,000	(28,000)	134,729	287,271	287,271	0	287,271	0
Property Self Insurance		15,000			15,000	10,035	4,965	15,000	0
Unif. Ser. Self Insurance		90,000	50,000		140,000	112,733	27,267	140,000	0
Unemployment Compensation		30,000			30,000	21,400	0	21,400	8,600
Maturing Bonds		1,150,160	552,900		1,703,060	1,703,060	0	1,703,060	0
Bond Interest		460,942	(38,942)		422,000	422,000	0	422,000	0
Contributory Retirement		2,900,388			2,900,388	2,862,103	0	2,862,103	38,285
Chap 32 Retirements		200,000			200,000	157,150	0	157,150	42,850
MWRA Sewer Assessment		3,168,885	(42,417)		3,126,468	3,126,468	0	3,126,468	0
MWRA Water Assessment		137,835	(7,978)		129,857	129,857	0	129,857	0
Minuteman Assessment		522,929			522,929	522,929	0	522,929	0
MBTA Comuter Parking		85,000			85,000	79,103	0	79,103	5,897
Subtotal	\$ 0	\$ 14,439,139	\$ (287,437)	\$ 134,729	\$ 14,016,973	\$ 13,811,747	\$ 32,232	\$ 13,843,979	\$ 172,994
Board of Selectmen									
Salaries		\$ 339,655			\$ 339,655	\$ 338,186	\$ 0	\$ 338,186	\$ 1,469
Purchase of Service		149,908	5,550		155,458	119,184	14,350	133,534	21,924
Expenses		24,350			24,350	22,751	0	22,751	1,599
Capital Outlay		10,000			10,000	7,479	2,500	9,979	2
Subtotal	\$ 0	\$ 523,913	\$ 0	\$ 0	\$ 529,463	\$ 487,600	\$ 16,850	\$ 504,450	\$ 25,013
Town Clerk									
Board of Registrars									
Salaries		\$ 127,852			\$ 127,852	\$ 127,851	\$ 0	\$ 127,851	\$ 1
Purchase of Service		22,870			22,870	13,469	4,100	17,569	5,301
Expenses		3,475			3,475	3,459	0	3,459	16
Capital Outlay		0			0	0	0	0	0
Tellers and Canvassers		20,955			20,955	20,955	0	20,955	0
Subtotal	\$ 0	\$ 175,152	\$ 0	\$ 0	\$ 175,152	\$ 165,734	\$ 4,100	\$ 169,834	\$ 5,318
Legal									
Salaries		\$ 46,763			\$ 46,763	\$ 46,762	\$ 0	\$ 46,762	\$ 1
Purchase of Service		120,000	0		120,000	109,019	2,212	111,231	8,769
Expenses		5,000			5,000	2,009	0	2,009	2,991
Subtotal	\$ 0	\$ 171,763	\$ 0	\$ 0	\$ 171,763	\$ 157,790	\$ 2,212	\$ 160,002	\$ 11,771

TOWN OF NEEDHAM
STATEMENT OF APPROPRIATIONS AND EXPENDITURES
YEAR ENDED JUNE 30, 1995

	Approp. Continued from FY1994	Annual T.M. Approp.	Reserve or Special T.M. Transfers	Less Cont. Approp. to FY 1996	Total Avail. for Expend.	Expended Disburse.	Expended Open Encumb.	Expended Total	Unexpended Return to Surplus
Personnel Board									
Salaries		\$ 1,099	150		\$ 1,249	\$ 1,193	\$ 0	\$ 1,193	\$ 56
Merit Bonus		\$ 7,500	(5,700)		\$ 1,800	\$ 1,800	\$ 0	\$ 1,800	\$ 0
	\$ 0	\$ 8,599	\$ (5,550)	\$ 0	\$ 3,049	\$ 2,993	\$ 0	\$ 2,993	\$ 56
Deputies									
Salaries		\$ 191,007			\$ 191,007	\$ 190,651	\$ 0	\$ 190,651	\$ 356
Purchase of Service		25,000			25,000	12,674	11,800	24,474	526
Expenses		15,000			15,000	9,547	0	9,547	5,453
Capital Outlay		1,000			1,000	959	0	959	41
	\$ 0	\$ 232,007	\$ 0	\$ 0	\$ 232,007	\$ 213,831	\$ 11,800	\$ 225,631	\$ 6,376
Department of Finance									
Salaries		\$ 562,424	6,500		\$ 568,924	\$ 568,923	\$ 0	\$ 568,923	\$ 1
Purchase of Services		348,780	(6,500)		342,280	281,685	53,450	335,135	7,145
Expenses		82,460			82,460	66,767	8,860	75,627	6,833
Capital Outlay		21,350	3,200		24,550	20,567	3,983	24,550	0
	\$ 0	\$ 1,015,014	\$ 3,200	\$ 0	\$ 1,018,214	\$ 937,942	\$ 66,293	\$ 1,004,235	\$ 13,979
Finance Committee									
Salaries		\$ 12,894			\$ 12,894	\$ 12,893	\$ 0	\$ 12,893	\$ 1
Expenses		350			350	350	0	350	0
Reserve Fund	236,199	386,066	(615,978)		6,287	0	0	0	6,287
	\$ 236,199	\$ 399,310	\$ (615,978)	\$ 0	\$ 19,531	\$ 13,243	\$ 0	\$ 13,243	\$ 6,288
Pension									
Salaries		\$ 45,846			\$ 45,846	\$ 42,778	\$ 0	\$ 42,778	\$ 3,068
Purchase of Service		1,200			1,200	1,200	0	1,200	0
Expenses		3,400			3,400	3,400	0	3,400	0
	\$ 0	\$ 50,446	\$ 0	\$ 0	\$ 50,446	\$ 47,378	\$ 0	\$ 47,378	\$ 3,068
Education									
Salaries	\$	\$ 18,028,475	\$ 134,700	\$	18,163,175	\$ 18,163,125	\$ 0	\$ 18,163,125	\$ 50
Purchase of Service	82,242	2,980,646	(84,700)		2,978,188	2,978,176	0	2,978,176	12
Expenses	25,474	830,467	(18,000)		837,941	836,525	0	836,525	1,416
Capital Outlay	34,519	261,773	(32,000)		264,292	259,656	0	259,656	4,636
	\$ 142,235	\$ 22,101,361	\$ 0	\$ 0	\$ 22,243,596	\$ 22,237,482	\$ 0	\$ 22,237,482	\$ 6,114
Police									
Salaries		\$ 2,523,074	\$ 194,048		\$ 2,717,122	\$ 2,672,103	\$ 0	\$ 2,672,103	\$ 45,019
Purchase of Services		80,783			80,783	70,758	0	70,758	10,025
Expenses		141,642			141,642	107,960	8,193	116,153	25,489
Capital Outlay		69,800	(60,400)		9,400	9,400	0	9,400	0
	\$ 0	\$ 2,815,299	\$ 133,648	\$ 0	\$ 2,948,947	\$ 2,860,221	\$ 8,193	\$ 2,868,414	\$ 80,533

FINANCE

TOWN OF NEEDHAM STATEMENT OF APPROPRIATIONS AND EXPENDITURES YEAR ENDED JUNE 30, 1995

	Approp. Continued from FY1994	Annual T.M. Approp.	Reserve or Special T.M. Transfers	Less Cont. Approp. to FY 1996	Total Avail. for Expend.	Expended Disburse.	Expended Open Enculmb.	Expended Total	Unexpend Return to Surplus
Fire									
Salaries	\$	\$ 3,101,885	\$ 616,899		\$ 3,718,784	\$ 3,646,577	\$ 0	\$ 3,646,577	\$ 72,207
Purchase of Services		109,515	(2,200)		107,315	100,089	0	100,089	7,226
Expenses		162,265	2,200		164,465	160,755	0	160,755	3,710
Capital Outlay		38,700			38,700	35,877	0	35,877	2,823
	\$ 0	\$ 3,412,365	\$ 616,899	\$ 0	\$ 4,029,264	\$ 3,943,298	\$ 0	\$ 3,943,298	\$ 85,966
Civil Defense									
Salaries		\$ 3,000			\$ 3,000	\$ 2,150	\$ 0	\$ 2,150	\$ 850
Purchase of Service		11,925	2,000		13,925	13,159	0	13,159	766
Expenses		3,075	(2,000)		1,075	760	0	760	315
	\$ 0	\$ 18,000	\$ 0	\$ 0	\$ 18,000	\$ 16,069	\$ 0	\$ 16,069	\$ 1,931
Building									
Salaries		\$ 163,726			\$ 163,726	\$ 163,726	\$ 0	\$ 163,726	\$ 0
Expenses		880	1,000		1,880	783	0	783	1,097
Capital Outlay		4,325	(1,000)		3,325	3,193	0	3,193	132
Purchase of Service		0			0	0	0	0	0
	\$ 0	\$ 168,931	\$ 0	\$ 0	\$ 168,931	\$ 167,702	\$ 0	\$ 167,702	\$ 1,229
Sealer of Wights									
Salaries		\$ 7,888			\$ 7,888	\$ 7,887	\$ 0	\$ 7,887	\$ 1
Expenses		380			380	177	0	177	203
Purchase of Service		1,522			1,522	1,219	0	1,219	303
	\$ 0	\$ 9,790	\$ 0	\$ 0	\$ 9,790	\$ 9,283	\$ 0	\$ 9,283	\$ 507
Public Works									
Salaries		\$ 2,732,951	\$ 83,200		\$ 2,816,151	\$ 2,811,586	\$ 0	\$ 2,811,586	\$ 4,565
Purchase of Service		1,498,395	(15,000)	30,000	1,453,395	1,399,941	53,436	1,453,377	18
Expenses		481,990			481,990	480,741	1,249	481,990	0
Capital Outlay		59,766	45,000		104,766	71,468	33,263	104,731	35
Snow & Emergency Salaries		60,000	(32,153)		27,847	27,847	0	27,847	0
Snow & Emergency Expense		90,000	32,153		122,153	122,152	0	122,152	1
	\$ 0	\$ 4,923,102	\$ 113,200	\$ 30,000	\$ 5,006,302	\$ 4,913,735	\$ 87,948	\$ 5,001,683	\$ 4,619
Board of Health									
Salaries		\$ 212,533			\$ 212,533	\$ 183,226	\$ 0	\$ 183,226	\$ 29,307
Expenses	10,000	91,441	3,000	7,490	96,951	94,535	0	94,535	2,416
Purchase of Services		10,550	(3,525)		7,025	6,907	115	7,022	3
Capital Outlay		0	525		525	524	0	524	
	\$ 10,000	\$ 314,524	\$ 0	\$ 7,490	\$ 317,034	\$ 285,192	\$ 115	\$ 285,307	\$ 31,727
Veterans Services									
Salaries		\$ 34,903			\$ 34,903	\$ 34,903	\$ 0	\$ 34,903	\$ 0
Expenses		3,200			3,200	2,785	0	2,785	415
Benefits		41,000			41,000	6,544	0	6,544	34,456
	\$ 0	\$ 79,103	\$ 0	\$ 0	\$ 79,103	\$ 44,232	\$ 0	\$ 44,232	\$ 34,871
Youth COMMISION									
Salaries		\$ 112,134			\$ 112,134	\$ 108,196	\$ 0	\$ 108,196	\$ 3,938
Expenses		2,140			2,140	1,984	0	1,984	156
Capital Outlay		2,650			2,650	2,643	0	2,643	7
	\$ 0	\$ 116,924	\$ 0	\$ 0	\$ 116,924	\$ 112,823	\$ 0	\$ 112,823	\$ 4,101

TOWN OF NEEDHAM
STATEMENT OF APPROPRIATIONS AND EXPENDITURES
YEAR ENDED JUNE 30, 1995

	Approp. Continued from FY1994	Annual T.M. Approp.	Reserve or Special T.M. Transfers	Less Cont. Approp. to FY 1996	Total Avail. for Expend.	Expended Disburse.	Expended Open Enculmb.	Expended Total	Unexpend Return to Surplus
ouncil on Aging									
Salaries		\$ 152,300			\$ 152,300	\$ 149,461	\$ 0	\$ 149,461	\$ 2,839
Expenses		11,400			11,400	10,974	0	10,974	426
Capital Outlay		3,570			3,570	3,000	0	3,000	570
Purchase of Service		1,850			1,850	1,850	0	1,850	0
	\$ 0	\$ 169,120	\$ 0	\$ 0	\$ 169,120	\$ 165,285	\$ 0	\$ 165,285	\$ 3,835
omm. on Disabilities									
Expenses		\$ 1,293		780	\$ 513	\$ 257	\$ 0	\$ 257	\$ 256
	\$ 0	\$ 1,293	\$ 0	\$ 780	\$ 513	\$ 257	\$ 0	\$ 257	\$ 256
anning Board									
Salaries		\$ 85,426			\$ 85,426	\$ 81,264	\$ 0	\$ 81,264	\$ 4,162
Purchase of Service	15,000	2,960		4,500	13,407	13,407	0	13,407	53
Expenses		1,947			1,947	1,776	0	1,776	171
Capital Outlay		0			0	0	0	0	0
	\$ 15,000	\$ 90,333	\$ 0	\$ 4,500	\$ 100,833	\$ 96,447	\$ 0	\$ 96,447	\$ 4,386
onservation Commission									
Salaries		\$ 13,738			\$ 13,738	\$ 9,803	\$ 0	\$ 9,803	\$ 3,935
Purchase of Services		2,879			2,879	2,786	0	2,786	93
Expenses		1,700			1,700	1,437	0	1,437	263
Capital Outlay		0			0	0	0	0	0
	\$ 0	\$ 18,317	\$ 0	\$ 0	\$ 18,317	\$ 14,026	\$ 0	\$ 14,026	\$ 4,291
oard of Appeals									
Salaries		\$ 5,253			\$ 5,253	\$ 5,252	\$ 0	\$ 5,252	\$ 1
Expenses		3,550	231		3,781	3,781	0	3,781	0
Capital Outlay		0			0	0	0	0	0
	\$ 0	\$ 8,803	\$ 231	\$ 0	\$ 9,034	\$ 9,033	\$ 0	\$ 9,033	\$ 1
istorical Commission									
Expenses		\$ 513			\$ 513	\$ 22	\$ 0	\$ 22	\$ 491
	\$ 0	\$ 513	\$ 0	\$ 0	\$ 513	\$ 22	\$ 0	\$ 22	\$ 491
rary									
Salaries	\$	\$ 584,341			\$ 584,341	\$ 575,292	\$ 0	\$ 575,292	\$ 9,049
Purchase of Service		70,500			70,500	67,426	3,069	70,495	5
Books and Periodicals		100,000			100,000	100,000	0	100,000	0
Expenses		17,650			17,650	17,650	0	17,650	0
Capital Outlay		29,900			29,900	12,500	17,400	29,900	0
	\$ 0	\$ 802,391	\$ 0	\$ 0	\$ 802,391	\$ 772,868	\$ 20,469	\$ 793,337	\$ 9,054
rk and Recreation									
Salaries		\$ 263,933	5,000		\$ 268,933	\$ 266,270	\$ 0	\$ 266,270	\$ 2,663
Purchase of Service		21,347			21,347	20,621	514	21,135	212
Expenses		26,778			26,778	26,614	81	26,695	83
Capital Outlay		37,000			37,000	36,927	0	36,927	73
	\$ 0	\$ 349,058	\$ 5,000	\$ 0	\$ 354,058	\$ 350,432	\$ 595	\$ 351,027	\$ 3,031
memorial Park									
Expenses	\$	\$ 600	\$ 0	\$ 0	\$ 600	\$ 590	\$ 0	\$ 590	\$ 10
	\$ 0	\$ 600	\$ 0	\$ 0	\$ 600	\$ 590	\$ 0	\$ 590	\$ 10
and Total	\$ 403,434	\$52,415,170	\$ (31,237)	\$ 177,499	\$52,609,868	\$51,837,255	\$ 250,807	\$52,088,062	\$521,806

REFERENCE

TOWN OFFICIALS

ELECTED

Moderator

Richard P. Melick '96

Selectmen

Sally B. Davis, Chairman '96

Paul Theodore Owens '97

David F. Eldridge Jr. '97

John D. Marr, Jr. '96

Daniel P. Matthews '98

Town Clerk

Theodora K. Eaton '98

Assessors

Thomas Mulhern, Chairman '96

Richard W. Finnegan '97

John F. Milligan '98

School Committee

Karl H. Clauset, Chairman '98

Jennifer Peck Fainberg, '96

Gerald A. Wasserman '96

Barbara Gillmeister '97

David Summergrad '97

Sheila G. Pransky '98

Joseph A. Thissell '98

Park and Recreation Commission

Philip V. Robey, '96, Chairman

Thomas J. Conroy '97

Elinor R. Devlin '97

Jeffrey I. Meropol '98

James F. Sargent '98

Trustees of Memorial Park

John S. Gallelo '96, Chairman

John J. Logan, Jr. '97

Arthur M. Tieman '97

Ron Sockol, '98

Charles J. Mangine '98

Planning Board

Devra G. Bailen, Chairman '98

Frank S. Gallelo, '96

David G. Gerber '97

Paul Killeen '99

David Kunhardt, '00

Board of Health

Rachel Spector, Chairman '96

Saul Adams '97

A. Raymond Taurasi '98

Housing Authority

Richard W. Gatto, Chairman '98

Charles H. Cahill Jr., '96

Edward Cahalane '97

Paulette J. Turner '00

Commissioners of Trust Funds

Robert Cutts, Chairman, '97

Michael M. Monahan, '96

David S. Kennedy, '98

Trustees of Public Library

Emily M. Salaun, Chairman '97

Thomas M. Harkins, '96

Lois F. Sockol '96

Sally B. Powers, '96

Gregory J. Shesko '97

Lois C. Bacon '98

Gall B. Hedges '98

Constables

Andrew G. Carson, '96

Walter A. Wright, Jr., '96

APPOINTED BY SELECTMEN

Town Administrator

Carl F. Valente

Treasurer and Tax Collector

Evelyn M. Poness

Director of Finance

Robert Addelson

Town Comptroller

John F. Krause

Town Counsel

David S. Tobin

Chief Procurement Officer

John F. Krause

Personnel Director

Kate Fitzpatrick

Director of Public Works

Richard P. Merson

Town Engineer

David F. Greenwood

Division Superintendents

Park - John F. Cusick

Water/Sewer - James J. Courchaine

Highway - Roger A. Stolte

Garage - Stephen J. Hawes

Police Chief/Keeper of the Lockup

William G. Slowe

Truant Officer

William P. Matthies

Animal Control Officer

Harry Greenlaw

Fire Chief and Superintendent of

Fire Alarm/Forest Warden

Robert A. DiPoli

Director of Emergency Management

tba

District Director of Veterans' Services/Veterans'

Burial Agent/Veterans' Graves Officer

John J. Logan, Jr.

Inspector of Buildings

Armand H. LaVigne

Local Building Inspector

Daniel P. Walsh

John Rosenfeld (sub)

David Berg (sub)

Paul Miller (sub)

Inspector of Wiring

Ernest J. Hohengasser

James Trudeau (sub)

Richard Greaves (sub)

Inspector of Plumbing and Gas

Andrew Brown

Robert. Hauptman (sub)

Tim Sullivan (sub)

Deputy Custodian of Buildings and Grounds

David L. Scabill

Measurer of Bark and Wood

Arthur Coughlin

Sealer of Weights and Measures

Daniel P. Walsh

Data Processing Advisory Board

Irwin Weiss, Chairman

Robert Addelson

Charles J. Barbagallo

Donald C. Brock

John R. Allison

Robert W. Burke

Matthew J. Applestein

Registrars of Voters

John W. Day, Chairman

Barbara Doyle

Mary J. McCarthy

Theodora K. Eaton, ex-officio

Board of Appeals

William J. Tedoldi, Chairman

Michael A. Crowe

Jon D. Schneider

Susan Glazer (Associate)

Robert T. Smart, Jr. (Associate)

Conservation Commission

Roy A. Cramer, Chairman

Alan Brand

William C. Ely

John T. Lynch

John D. Marr, Jr

Carl Shapiro

Solid Waste Disposal and Recycling

Advisory Committee

David Klebanoff, Chairman

Mary Jane Baker

Robert C. Davis

Sally B. Davis

John Frankenthaler

Joan Johnson

Robert MacEwen

Barbara Popper

Stephen Popper

Rachel Spector

Historical Commission

(Article 9, Special Town Meeting 10/76)

Elizabeth Rich, Chairman

Carol J. Boulris

Leslie G. Crumbaker

Norman A. Homsy

Dorothy D. Shearman

Annual Town Report Committee

Carl F. Valente

Jane A. Howard

Human Rights Committee

Bobbie Alicen

Herman Brown

Thomas Conroy

Bud Cederholm

Foster Crook

Trudi Farnham

Helen Hicks

George H. Zrlsh, Jr.

Miriam Kronish

Wayne Purnell

Douglas Rae

Bahi Reda

A. Fay Remnitz

Willaim G. Slowe

Richard Valcovic

Cultural Council

Ellen Hunt

Trude Ide

Rita Minahan

Alice Spicer

Harriet D. Tippet

Karen Wood

Cable Television Advisory Board

Robert Bertsche

John Fountain

Siben Dasqupta

Arnold M. Goldstein

John J. Logan, Jr.

Walter McDonough

James Modena

Mary Kay Murray

James A. Simms

Jon Tamkin

Ad Hoc Insurance Advisory Committee

Albert H. Shapiro, Chairman

Richard Davis

Niels H. Fischer

William H. Niblock, Jr.

Arthur C. Coughlin, Jr.

Paul Winnick

Stephen Palmer Rent Review and Ten

Selection Committee

Gary Petrini

Patricia Forte

Robert T. Heald

Commission on Disabilities

Elaine Saunders, Co-Chair

Maureen T. Gallagher, Co-Chair

Frank DerSarkisian

Gertrude Farnham

Jeanie Martin

James A. Mayo

Carl F. Valente

Landfill Reuse Committee

Mary Jane Baker

Jonathan Davis

William Dermody

Robert MacEwen

Margaret Murphy

Frank Reardon

Richard Weitzten

Physical and Biological Sciences Commit

MaryDilys S. Anderson

David Bellinger

Andrew Bogdan

Thomas Fuller

John D. Genova

Jeffrey Kleiman

Eric D. Leskowitz

Robert T. Smart, Jr.

zin Silverstein
er Valberg
ater and Sewer Rate Structure Committee
nnie Tower, Chairman
hard Coleman
al Cooley
n D. Marr, Jr.
rald Rovner
nley Stanzin
over Enterprise Fund Committee
vid Devine, Chairman
ry Smith
al Attridge
nald Ruth
ncesco DeVito
nthia Chaston
orge H. Hoffmeister,
l F. Valente (ex-officio)
POINTED BY THE MODERATOR
ance Committee
il O'Connor, Chairman
thwew J. Applestein
nthia Chaston
ureen Corcoran
ert D. Friedman
omas H. Hannigan
es G. Healy
n M. Hession
liam J. Miles
sonnel Board
ard Creem, Chairman
don D. Riedell
es W. Bucking
hele McQuillen
ra Caplan
POINTED BY THE ELECTED AND
POINTED BOARDS
erintendent of Schools
icia Ruane
nning Director
Newman
k and Recreation Director
icia M. Carey
rary Director
MacFate
ministrative Assessor
es C. Weidenfeller
ector of Public Health
eric L. Cantor
utive Director, Council on Aging
L. Hartstein
ector of Youth Service
Mattleman
ironmental Health Specialist
D. Sanderson
istant Town Clerk
se MacLean
tributary Retirement Board
ler vote of Town 11/3/36)
yn Poness, Chairman by Selectmen
rison Sillesky by members of the
irement Board
nas A. Welch II by vote of employees and retirees
ncil on Aging
a Jean Brown, Chairman, by Library Trustees
am T. Burke by Selectmen
beth Casey by Board of Health
is D. Dettman by Selectmen
i J. Farnham by Housing Authority
n K. Hicks by Selectmen
C. Lyons by Selectmen
n D. McIver by Selectmen
rd A. Pelletier by Park and Recreation
Silverstein by School Department
/ M. Tedoldi by Selectmen
ire School Needs Committee
s Lamenzo, Chairman by Moderator
Riddell by League of Women Voters
Minahan by Moderator
ta O'Grady by PTC Presidents' Council
wens by Selectmen
ira Gillmeister by School Committee
r Toran by Planning Board

Youth Commission
Charlotte B. Sidell, by Moderator, Chairman
Debrah Winnick, by Board of Selectmen
Barbara K. Popper, by Finance Committee
Colleen F. Schaller by Park and Recreation
Thomas Lambert by Police Chief
David A. McGuire by School Committee
Jessica Antonellis by School Department
Gabriel C. Rhoads by School Department
Transportation Committee
Jane A. Howard, Chairman, by Moderator
Duncan Allen, by Selectmen
Neil O. Alper, by Planning Board
Richard Creem by Selectmen
William T. Noonan by Planning Board
Design Review Board
Stephen Tanner, Chairman
Bradford S. Barnes
Eugene R. Bolinger
Paul K. Cooley
Dori B. Mock
Jeffrey M. Sackowitz
Robert F. Wear
Parking Facilities Study Committee
(Article 4, 1986 Special Town Meeting, last continued Article 61, 1995)
John D. Marr, Jr.
George Giunta
Keyin Kraska
James Glickman
Neil O. Alper
School Department Facilities Building Committee
(Article 37, 1991, last continued Article 63, 1995)
Thomas Alpert
Richard Davis
David G. Gerber
Thomas J. Houillihan
Caroline D. Murray
Frederick J. Tirrell
Roger P. Toran
John D. Marr Jr.
Community Center Study Committee
(Article 59, 1994 last continued Article 60, 1995)
Helen Jursek, Chairman by Finance Committee
Ted Owens, by Selectmen
Patricia M. Carey, by Park and Recreation
Betsy Tedoldi, by Council on Aging
Lois Sockol, by Library Trustees
Catherine Parnell, by School Committee
World War II Commemorative Committee
Carol J. Boulris, Chairman
Robert Bartholomew
John Dewey
Julius Fedel
Fr. Frank Garrity
Henry F. Hicks, Jr.
Norman A. Homsey
John J. Logan, Jr.
Ann MacFate
Ronald L. Morrison
Mary O'Brien
Jack O'Donnell
Paul O'Keefe
James Hugh Powers
Mark Quinzani
Emily Salaun
Joseph Sherman
Ronald Sockol
Municipal Building Maintenance Board
Patricia Carey
Ann MacFate
Richard P. Merson
Patricia Ruane
Carl Valente
School Department Facilities Building Committee (Article 37, 1991 last continued Article 63 1995)
Joseph A. Thissell
Sheila Pransky
Mark LaFleur
David Gerber
Enrique Bellido

Mark Rosen
Jeffrey Simmons
John D. Marr, Jr.
Roger Toran
James Mayo
Jacquelin Apsler
Batty Ann Mela
Patrick Dempsey
David Kunhardt
Edith Swan
Robert Abbey
Kathryn D'Addesio
Rosemarie Greene
Linda Coneely
Jeffrey Adams
Town Building Study Committee
(Article 58, 1995)
William Powers, Chairman
David Gerber
Thomas Harkins
George Kent
Ron Sockol
Irwin Silverstein
Gerald Wasserman

TOWN MEETING MEMBERS Town Meeting Members at Large

Bailin, Devra	3 Brentwood Circle
Davis, Sally B.	24 Coulton Park
Eaton, Theodora K.	51 Bonwood Road
Eldridge, David F. Jr.	44 Ellicott Street
Matthews, Daniel, P.	31 Rosemary Street
Salaun, Emily M.	101 Tower Avenue
Gallelo, John S.	12 Fletcher Road
Marr, John D. Jr.	70 Greendale Avenue
Melick, Richard P.	1516 Central Avenue
Robey, Philip V.	12 Fletcher Road
Mulhern, Thomas J.	18 LaSalle Road
Owens, Paul Theodore	98 Wilshire Park
Spector, Rachel	24 Lexington Avenue
Clauset, Jr. Karl H.	69 Sylvan Road

PRECINCT A 1998

John P. Bleakney	38 River Park Street
Michael H. Gurwitz	361 Central Street
Robert E. Hoban, Jr.	104 Hunnewell Street
Richard S. Luskin	53 Wayne Road
Margaret T. Powers	16 Cottage Avenue
Blanche D. Randall	62 Noanett Road
Sydney Randall	62 Noanett Road
Herbert Robinson	127 Noanett Road
Paulette J. Turner	36 Capt. Robert Cook Drive

1997

Christopher Z. Dobrowolski	153 Pine Grove Street
John D. Genova	11 Jennifer Circle
Richard D. Lempiiski	23 River Park Street
Beverly E. Luskin	53 Wayne Road
Donald J. Newman	82 Noanett Road
Sylvia Shuman	29 Yale Road
Louise P. Swanson	20 Lakin Street
Carolyn M. Spiros	60 Wayne Road
George Tarallo	76 Ardmore Road

1996

Richard S. Creem	12 Gary Road
Kathryn L. D'Addesio	210 Hillside Avenue
Jennifer Peck Fainberg	23 Lynn Road
Paula R. Fantegrossi	49 Horace Street
Hertz N. Henkoff	52 Wayne Road
Ira A. Nagel	57 Noanett Road
Elsie Robinson	127 Noanett Road
Linda A. Rosenberg	30 Lynn Road
Irwin Silverstein	44 Reservoir Avenue

PRECINCT B 1998

Thomas M. Alpert	46 Pine Grove Street
Deborah H. Anastas	165 Brookside Road
Patricia A. Baker	639 Central Avenue
Trudi R. Ide	160 Brookside Road
Sandra E. Jaszek	18 Crescent Road
John M. O'Hara	18 Rolling Lane
Meredith P. Page	19 Glendale Road
A. Fay Remnitz	56 Pershing Road
John D. Woodley	95 Clarke Road

REFERENCE

1997
 Alfred S. Coren 113 Hunnwell Street
 William E. Duncan 18 Pine Grove Street
 Ethan F. Fener 40 Tanglewood Road
 John J. Frankenthaler 33 Brookside Road
 Walter E. Hobson 57 Brookside Road
 Albert E. Mills 177 Jarvis Circle
 Richard B. Remnitz 56 Pershing Road
 John F. Whalen, Jr. 297 West Street
 Richard B. Moody 22 Parish Road

1996
 Mary Lou Evans 54 Clarke Road
 Robert E. Evans 54 Clarke Road
 Robert D. Friedman 20 Glendale Road
 Susan M. Glazer 64 Booth Street
 Joan M. Johnson 101 Clarke Circle
 William L. Sweet 361 West Street
 Harriett D. Tippet 78 Clarke Circle
 Frederick Waldman 86 Damon Road
 Gerald A. Wasserman 80 Rolling Lane

PRECINCT C 1998

Patricia Berkey Boyd 529 High Rock Street
 John H. Cogswell 1479 Great Plain Avenue
 Stanton H. Davis 54 Mackintosh Avenue
 William H. Dugan, Jr. 29 Pine Street
 Christine M. Harvey 80 Mackintosh Avenue
 Judith S. Lebow 73 Mackintosh Avenue
 Rita A. Russian 39 Alden Road
 Linda A. Shaughnessy 37 Standish Road
 J. Darrison Sillesky 865 Central Avenue

1997
 Jan D. Campbell 46 1 Charles River Street
 Eugene S. Cioffi 70 Bonwood Road
 Patrick J. Hyland 73 Stewart Road
 Helen R. Jewowsky 530 High Rock Street
 Daniel L. Lintz 71 Fuller Brook Avenue
 David W. Lombard 44 Colonial Road
 Mary J. P. O'Brien 27 Carol Road
 Mertina L. Scharback 94 Oxbow Road
 Jonathan D. Tamkin 60 Bonwood Road

1996
 Russell S. Broad, Jr. 94 Mayflower Road
 Laurence G. Eaton 51 Bonwood Road
 Kathleen R. McIntosh 61 Fuller Brook Avenue
 Andrew J. Oliveri 93 Mayflower Road
 Sheila G. Pransky 100 Mayflower Road
 Lois Sockol 100 Mackintosh Avenue
 Ron Sockol 100 Mackintosh Avenue
 Sarah Ann Toran 945 Central Avenue
 Kurt H. Wulff 486 Grove Street

PRECINCT D 1998

Joan E. Adams 1206 Great Plain Avenue
 Bradford S. Barnes 210 Charles River Street
 Kathy L. Killeen 66 Henderson Street
 Elizabeth B. Kloss 1200 Great Plain Avenue
 Kathleen M. Lewis 99 Linden Street
 Ronald L. Morrison 110 Country Way
 A. Raymond Taurasi 119 Barrett Street
 Patricia A. Taurasi 119 Barrett Street
 Diane S. Webber 44 Oakcrest Road

1997
 Matthew J. Appelstein 15 Fairview Road
 Lois C. Bacon 29 Harding Road
 Cynthia L. Conturie 96 Robinwood Avenue
 Roger B. Hunt 969 South Street
 Charles W. Keith 223 Linden Street
 Christina W. Millet 623 Chestnut Street
 Robert Todd Pratt 81 Sylvan Road
 Thomas F. Soisson 128 Maple Street

1996
 Carol Johnson Boulris 203 Country Way
 Jonathan M. Davis 2 Woods End
 Patricia A. Forte 80 Maple Street
 Paul Killeen 66 Henderson Street
 David W. Kunhardt 59 Maple Street
 Christine H. Mjara 36 Marked Tree Road
 Sally B. Powers 47 Scott Road
 William M. Powers 47 Scott Road
 Jeffrey S. Seideri 7 Cranberry Lane
 Ilene Hoffman 77 Robinwood Avenue

PRECINCT E 1998

Gregory H. Birne 71 Gayland Road
 Roma Jean Brown 30 Edgewater Lane
 Lawrence R. Cummings 27 South Street
 Ann Dermarderosian 130 Fox Hill Road
 Elinor R. Devlin 41 Laurel Drive
 Linda J. George 110 South Street
 Cindy B. Levine 119 Bradford Street
 Margaret G. Murphy 88 Edgewater Drive

1997
 Mary Jane Baker 914 Webster Street
 Frederick E. Barstow 86 Livingston Circle
 Cynthia J. Chaston 119 Fox Hill Road
 John P. Connelly 40 Green Street
 Barbara E. Gillmeister 88 South Street
 Linda J. Novak 20 Old Farm Road
 Gary J. Uhl 16 Emerson Place
 Andrea Jan Wizer 7 Emerson Road

1996
 Robert C. Davis 24 Coulton Park
 David L. Gillmeister 88 South Street
 Nancy Winbury Griffith 179 South Street
 Jane A. Howard 119 Green Street
 Maryruth Perras 42 Oakhurst Circle
 Susan R. Posner 146 South Street
 David Summergrad 62 Green Street
 Ford H. Peckham 26 Lawton Road

PRECINCT F 1998

Susan M. Anderson 93 Garden Street
 Richard W. Davis 233 Nehoiden Street
 Bernard H. Ford 108 Garden Street
 Maurice P. Handel 3 Rosemary Street
 Michael M. Monahan 1360 Great Plain Avenue
 John J. Naughton, Jr. 61 Warren Street
 Gregory John Shesko 70 May Street
 Sandra Balzer Tobin 26 Meadowbrook Road

1997
 Meg Hale 48 Meadowbrook Road
 Elizabeth M. Keil 43 Kingsbury Street
 Edith B. Martin 21 Newell Avenue
 Paul T. Milligan 22 Ware Road
 Donnell F. O'Duggan 125 Meadowbrook Road
 Deborah L. Roberts 95 Fair Oaks Park
 Arthur M. Tiernan, Jr. 21 Warren Street
 Deborah S. Winnick 12 Mallard Road

1996
 Gilbert W. Cox, Jr. 49 Colonial Road
 Kirsten D. Durbin 301 Nehoiden Street
 Richard W. Gatto 17 Rosemary Street
 Thomas M. Harkins 24 May Street
 John F. Milligan 25 Blacksmith Drive
 James Hugh Powers 263 Nehoiden Street
 Ellen T. Sherman 145 Meadowbrook Road
 John G. Bonvouloir 3 Carey Road

PRECINCT G 1998

Susan W. Abbott 60 Otis Street
 Robert T. Heald 86 Eaton Road
 George L. Keleher 383 Manning Street
 David S. Kennedy 3 Plymouth Road
 Mary Ann Oldfield 260 Warren Street
 Barbara K. Popper 31 Wilshire Park
 Sheila G. Pulver 24 Bradford Street
 Robert T. Smart, Jr. 25 Mayo Avenue

1997
 Richard Demeis 126 Powers Street
 Helen D. Jursek 45 Grant Street
 Ronald W. Ruth 248 Warren Street
 Marsha C. Salett 21 Eaton Road
 Alan N. Thomas 81 Coolidge Avenue
 Richard B. Weitzen 66 Eaton Road
 Susan Welby 857 Webster Street

1996
 Patricia B. Buckley 155 Fair Oaks Park
 Frank S. Gallelo 29 Howland Street
 Thomas M. Hefferon 43 Bradford Street
 Aroline D. Murray 156 Fair Oaks Park
 Paul O'Connor 108 Wilshire Park
 Kathleen J. O'keeffe 49 Coolidge Avenue
 Jill E. Owens 98 Wilshire Park
 William R. Herd III 146 Warren Street

PRECINCT H 1998

John E. Comando 54 Norwich Road
 James S. Harrington 105 Broad Meadow Road
 Nancy E. McCarthy 29 Stealing Road
 Caroline Q. McElroy 24 Woodbury Drive
 Eugene S. McMorow 22 De Francesco Circle
 Leroy J. Nutile 60 Tudor Road
 Joseph A. Thissell 234 Valley Road
 Barbara R. Wilmot 103 Hillcrest Road

1997
 Marena H. Burnett 75 Norwich Road
 Michael E. Flanagan 196 Valley Road
 Peter Friedenberg 42 Douglas Road
 Ellen M. Grady 34 Whittier Road
 Peter E. McElroy 24 Woodbury Drive
 Gordon H. Piper 111 Dawson Drive
 Elizabeth L. Rich 43 Rybury Highway
 Ellen A. Shapiro 787 Greendale Avenue

1996
 Therese A. Buckley 42 Broad Meadow Road
 David F. Devine 141 Dawson Drive
 Barbara Buckley Doyle 214 Elmwood Road
 Robert Y. Larsen 150 Tudor Road
 Marjorie M. Margolis 20 Mann Avenue
 Mark McDonough 173 Fairfield Street
 Peter J. Meade 1085 Greendale Avenue
 Edward B. Murphy 9 Grosvenor Road

PRECINCT I 1998

Neil O. Alper 245 Brookline Street
 Susan M. Burt 67 Washington Avenue
 Robert E. Chase 74 Washington Avenue
 John W. Day 35 Morley Street
 Paul F. Denver 7 Beaufort Avenue
 Michael F. Fee 46 Beaufort Avenue
 Michele M. McQuillen 9 Holland Terrace

1997
 Gerald R. Browne 242 Hillcrest Road
 Alan D. Burt 67 Washington Avenue
 Deborah J. Keefe 122 Lindbergh Avenue
 John W. Lebourveau 174 Washington Avenue
 Keith M. McClelland 1 10 Brookline Street
 Elaine E. Messias 38 Fairfax Road
 Maura O. Walsh 49 Colby Street
 Erna J. S. Place 38 Edgewood Street

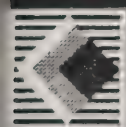
1996
 Paul H. Attridge 59 Powers Street
 Claire Kroll Fusaro 57 Brookline Street
 David C. Gerber 3 Holmes Street
 Elizabeth A. Giles 188 Highgate Street
 Suzanne D. Hughes 6 Morningside Road
 Vicki E. Lannigan 82 Edward Road
 Maureen T. McCaffrey 285 Manning Street
 Mary D. Quirk 56 Paul Revere Road

PRECINCT J 1998

William R. Dermody 12 Concord Street
 John J. Gill 36 Homestead Park
 James Glickman 38 Bennington Street
 Michael J. Greis 384 Webster Street
 Marcia C. Mather 179 Paul Revere Road
 Lynne D. Stern 117 Hoover Road
 Jeffrey A. Swartz
 Laurel C. Zangerl-Salter 42 Lexington Avenue

1997
 Susan B. Condon 409 Webster Street
 Foster S. Crook 3 Thorpe Road
 Suzanne M. Doisneau 32 Hoover Road
 Robert A. Downs 51 Virginia Road
 Amy T. Goldman 73 Dunster Road
 Alfred J. Murphy 12 Mark Lee Road
 Tucker, Margaret A. 419 Webster Street

1996
 Thomas E. Caulfield 8 Virginia Road
 John F. Connell 61 Lexington Avenue
 Deborah A. Coyle 16 Lexington Avenue
 Jo-Ann Miles 9 Parker Avenue
 William J. Miles 9 Park Avenue
 George F. Skinner 118 Manning Street
 Betsy M. Tedoldi 68 High Street
 Bonnie Jean Tower 55 Burnside Road
 Brian J. Hallahan 134 Richdale Road



NEEDHAM COMMUNITY PROFILE

Prepared by the Data Center of the Metropolitan Area Planning Council

60 Temple Place, Boston, MA 02111 (617) 451-2770

November 1995



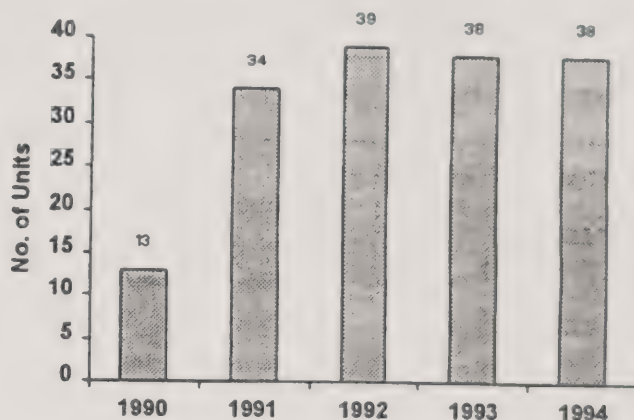
POPULATION AGE GROUP FORECASTS

(1995, MAPC)

AGE	1990	2000	2010
0-4	1,860	1,832	1,606
5-9	1,776	1,749	1,534
10-14	1,628	1,768	1,756
15-19	1,543	1,846	1,832
20-24	1,543	1,810	1,981
25-29	1,730	1,571	1,894
30-34	2,046	1,393	1,647
35-44	4,619	3,370	2,668
45-54	3,223	4,210	3,098
55-59	1,500	1,414	1,867
60-64	1,459	1,333	1,759
65-74	2,394	2,137	2,013
75+	2,236	2,048	1,880
Total	27,557	26,481	25,535

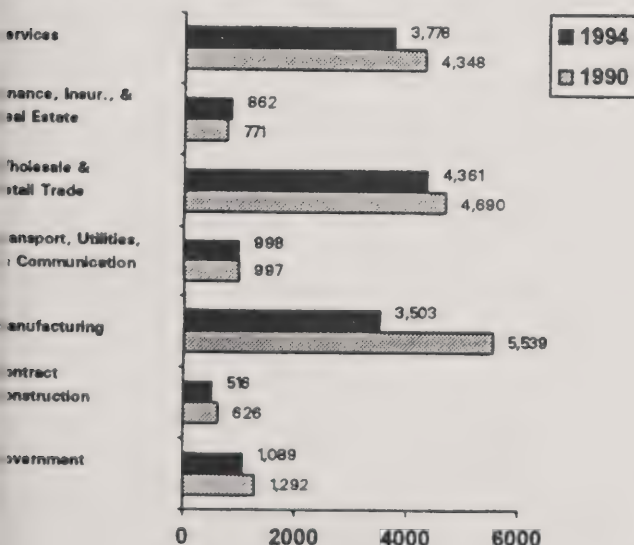
HOUSING PERMITS ISSUED

(1994, U.S. Bureau of the Census)



EMPLOYMENT BY PLACE OF WORK

(1994, MA Dept. of Employment and Training)



EMPLOYMENT, HOUSEHOLD & HOUSEHOLD SIZE FORECASTS

(1994, MAPC)

	1990	2000	2010
Employment	18,449	19,100	21,700
Households	10,160	10,435	10,690
Average Household Size	2.71	2.54	2.39

MEDIAN HOUSEHOLD INCOME

(1995, MAPC)

	1990	1994
Median Household Income	\$60,357	\$70,437

EMPLOYMENT BY PLACE OF RESIDENCE

(1993, MA Dept. of Employment & Training)

	1990	1994
Total Employment	18,449	15,268
Average Annual Payroll (\$M)	621,928	629,983
Average Annual Wage (\$)	33,711	41,262
Number of Establishments	1,187	1,219

	1990	1994
Labor Force	15,333	14,478
Employed	14,842	13,980
Unemployed	491	498
Unemployment Rate	3.20%	3.44%



***Needham Roster of Those Who Died in the Service
of their Country in World War II***

<i>Baker, Wallace R. (U.S.N.)</i>	<i>Littlehale, Arthur W., Jr. (U.S.N.)</i>
<i>Barlow, Frederic I., Jr. (A.A.C.)</i>	<i>Lott, Lawrence G. (U.S.A.)</i>
<i>Borrelli, David (U.S.A.)</i>	<i>MacDonald, Frederick S. (U.S.N.)</i>
<i>Burr, Harold L., Jr. (U.S.A.)</i>	<i>Mahoney, Lawrence (U.S.A.)</i>
<i>Carter, Robert B. (U.S.N.)</i>	<i>Mumford, William M. (U.S.A.)</i>
<i>Chiappisi, Donald A. (U.S.M.C.)</i>	<i>Murphy, Leonard (A.A.C.)</i>
<i>Clavelle, Joseph E. (U.S.A.)</i>	<i>Murphy, Thomas J., Jr. (U.S.A.)</i>
<i>Collamore, Robert C. (U.S.A.)</i>	<i>Parker, John S., Jr. (U.S.N.)</i>
<i>Cook, John W. (U.S.N.)</i>	<i>Pelton, Robert C. (U.S.A.)</i>
<i>Cutler, Ronald T. (U.S.A.)</i>	<i>Perry, Charles R. (U.S.M.C.)</i>
<i>Dandrow, Robert E. (U.S.N.)</i>	<i>Powers, Peter C. (U.S.A.)</i>
<i>Davis, James F., Jr. (U.S.C.G.)</i>	<i>Queen, Frederic K. (U.S.N.)</i>
<i>Deacon, F. Ernest (U.S.A.)</i>	<i>Rawstron, Douglas H. (U.S.A.)</i>
<i>Dennis, Charles W., Jr. (A.A.C.)</i>	<i>Rothwell, Bernard J. (U.S.N.)</i>
<i>Fay, Gardner W. (A.A.C.)</i>	<i>Ruggiero, Nicholas A. (U.S.N.)</i>
<i>Green, R. Edward (A.A.C.)</i>	<i>Scott, John L. (A.A.C.)</i>
<i>Harris, Charles C. (U.S.N.)</i>	<i>Scott, Richard S. (A.A.C.)</i>
<i>Hasenfus, Walter M. (U.S.A.)</i>	<i>Scotton, Frank W. (U.S.A.)</i>
<i>Hjelm, Roy E. (U.S.M.C.)</i>	<i>Seabury, Richard H. (U.S.N.)</i>
<i>Hulse, Gordon W. (A.A.C.)</i>	<i>Stata, Charles M. (A.A.C.)</i>
<i>Johnson, Charles E. (A.A.C.)</i>	<i>Thomas, Donald H. (A.A.C.)</i>
<i>Kershaw, Louis A. (U.S.A.)</i>	<i>Velucci, Angelo M. (U.S.M.C.)</i>
<i>Kirmayer, Edward F. (U.S.A.)</i>	<i>Yurick, Chester W. (A.A.C.)</i>

Yurick, Sigmund P. (U.S.A.)

Other United Nations Casualty

Parker, John S. (R.N.)

U.S.N. United States Navy

A.A.C. Army Air Corps

U.S.A. United States Army

U.S.M.C. United States Marine Corps

U.S.C.G. United States Coast Guard

R.N. British Royal Navy

SPECIAL TOWN MEETING

WARRANT



TOWN OF NEEDHAM

MONDAY, NOVEMBER 21, 1994

7:30 P.M.

NEWMAN SCHOOL

CENTRAL AVENUE

NEEDHAM

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the Constables in the Town of Needham in said County, Greetings

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Needham qualified to vote in Elections and in Town Affairs to meet at the Newman Elementary School in said Town on

MONDAY, THE TWENTY-FIRST OF NOVEMBER 1994

at seven-thirty in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1: AUTHORIZATION TO EXPEND STATE FUNDS

To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways, authorize the expenditure of \$720,646 provided or to be provided by the Commonwealth of Massachusetts Highway Department under the provision of Chapter 85 of the Acts of 1994, or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation: Deferred

**ARTICLE 2: APPROPRIATE FOR SEWER SYSTEM REHABILITATION
THROUGH MWRA LOAN PROGRAM**

To see if the Town will vote to appropriate \$600,000 for the engineering, construction or reconstruction of sewers, sewerage systems and sewage disposal facilities, consisting of infiltration/inflow improvements; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$600,000 under M.G.L. Chapter 44, section 7 (1); that the Treasurer with the approval of the Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Resources Authority ("MWRA") and in connection therewith to enter into a loan agreement and/or security agreement with the MWRA with respect to such loan; and that the Selectmen be authorized to contract for and expend any federal, state or other aid available for the project, including any grant related to such project from the MWRA; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation: Deferred

ARTICLE: 3 **FUND COLLECTIVE BARGAINING AGREEMENT
POLICE UNITS A & B**

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the Needham Police Union Units - A & B; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE: 4 **FUND COLLECTIVE BARGAINING AGREEMENT -
POLICE SUPERIOR OFFICERS ASSOCIATION**

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the Police Superior Officers Association; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting to fund same; or take any other action relative thereto.

INSERTED BY; Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred.

ARTICLE: 5 **AMEND THE FISCAL YEAR 1995 BUDGET**

To see if the Town will vote to amend and supersede certain parts of the 1995 Operating Budget, adopted under Article 21 at the 1994 Annual Town Meeting by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items, determine how such amounts are to be raised and how expended; or take any other action relative thereto.

INSERTED BY: Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE: 6 **AMEND THE GENERAL BY-LAWS
(MUNICIPAL BUILDING MAINTENANCE BOARD)**

To see if the Town will vote to amend its General By-Laws by adding a new Section 2.12 to read as follows:

"2.12 Municipal Building Maintenance Board

2.12.1 There is established a board that shall be known as the Municipal Building Maintenance Board made up of five members, consisting of the Town Administrator, the Director of Public Works, the Superintendent of Schools, the Director of the Public Library and the Director of Parks and Recreation.

- 2.12.2 The Board shall meet as often as it deems necessary, but at least once during each calendar month. At its first meeting of the fiscal year it shall elect from its members a chairperson, who shall preside over its meetings.
- 2.12.3 The Board shall be responsible for the coordination of the maintenance and care of all town-owned buildings. It shall coordinate the custodial care, and maintenance, and provide repair services to each building owned by the town.
- 2.12.4 The Board shall appoint a Director of Municipal Building Maintenance, who shall administer, under supervision of the Board, the Department of Municipal Building Maintenance. He/She shall be responsible for the efficient administration of the department and hold office subject to the will of the Board. He/she shall be specially fitted by education, training and experience to perform the duties of said office. He/she shall appoint such assistants, agents and employees as the performance of the duties of the department may require and may remove them.
- 2.12.5 The Director shall provide for the purchase of all supplies and services, required for the maintenance and ordinary repairs to the town's buildings."

or take any other action relative thereto.

INSERTED BY: Buildings and Grounds Study Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred.

And you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in said Town at least fourteen (14) days before said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon unto our Town Clerk on or after said day and hour.

Given under our hands at Needham aforesaid this 11th day of October 1994.

H. Phillip Garrity, Jr., Chairman
Sally B. Davis
Paul Theodore Owens
David F. Eldridge, Jr.
John D. Marr, Jr.

Selectmen of Needham

A TRUE COPY

Attest:

Constable:

Walter A. Wright, Jr.

Town Clerk's Office
Needham, MA 02192

ATTN: SPECIAL TOWN MEETING WARRANT



TOWN OF NEEDHAM

MASSACHUSETTS

1995 ANNUAL TOWN MEETING WARRANT

with

RECOMMENDATIONS

of

THE FINANCE COMMITTEE

BOARD OF SELECTMEN'S

FY 96-2000 CAPITAL IMPROVEMENT PLAN SUMMARY

ANNUAL REPORTS OF:

FINANCE COMMITTEE

PLANNING BOARD

PUBLIC WORKS DEPARTMENT

ELECTION.....Monday, April 10, 1995

Business Meeting at 7:30 P.M. on Monday, May 1, 1995

THE UNIVERSITY OF CHICAGO



DEPARTMENT OF CHEMISTRY

PHYSICAL CHEMISTRY

ORGANIC CHEMISTRY

INORGANIC CHEMISTRY

DEPARTMENT OF BIOLOGY

CELL BIOLOGY

MOLECULAR BIOLOGY

GENETICS

DEPARTMENT OF PHYSICS

CLASSICAL PHYSICS

CONTENTS

	<u>PAGE</u>
I. The 84th Annual Report of the Finance Committee	1
II. Warrant Article Index	3
III. Revenue Summary: FY 94 -96	7
IV. Operating Budget Summary: FY94 -96	8
V. Operating Budget Recommendations	9
Townwide Expenses.	9
General Government	9
Finance	10
Education	11
Public Safety.	11
Public Facilities	12
Human Services	12
Development	13
Cultural and Leisure Services	14
VI. Debt Retirement Schedules	15
VII. New FY96 Capital Projects	16
VIII. Transfers From Finance Committee Reserve Fund to Appropriation Accounts	16
IX. 1995 Annual Town Meeting Warrant	17
X. 1995 Reports of Departments	
Proposed FY 1996-2000 Capital Improvement Plan - Executive Summary	39
Report of the Planning Board	46
Report of the Public Works Department	47
XI. Appendix	
A. General Government Salary and Staffing Schedule	52
B. Needham Public Schools Salary and Staffing Schedule	57

THE 84th ANNUAL REPORT OF THE FINANCE COMMITTEE

Fellow Citizens of Needham:

The preparation of the fiscal year 1996 Budget recommendation to the 1995 Annual Town Meeting was an unexpectedly difficult task. We began the budget process by issuing guidelines to all town departments which were similar to last year. Those guidelines called for the departments to budget scheduled salary increases for Town employees and level fund all other expenses. In addition to the primary guidelines, each department head was also asked to list in order of priority, additional funding requests in case additional resources were available. We received the 1996 proposed budget on December 1, 1994 and began budget hearings shortly thereafter.

Stabilization Fund

Needham has been fortunate over the last four years in that it has had the willpower, vision and resources to build a Stabilization Fund. The fund was established to provide a financial resource for the Town which is available to absorb a large unexpected cost or expense unrelated to the normal ongoing operating budget. At this time a balance of \$795,000 exists in the fund.

Regrettably, we are not able to recommend an increase to the Stabilization Fund this year. We are in fact recommending to Town Meeting that it approve a transfer of \$250,000 to the Town's General Fund. The need to use a part of the fund this year is driven by the fact that it was necessary for us to set aside \$700,000 to cover actual and expected prior year deficits in the Town's Overlay account. The Overlay account exists to cover property tax abatements granted by the Assessors Department or ordered by the State Appellate Tax Board to those taxpayers who successfully challenge their Real Property valuations. Needham was particularly hard hit this year in the commercial property area. The cases relate to the early 1990's, and hopefully will not carry into current years. We believe the problem with the overlay deficit meets the criteria for which the Stabilization Fund was established. To not use a portion of the fund this year would necessitate significant cuts in the operating budget as we have proposed it, and cause a disruption in some of the essential services provided by the Town to its citizens.

A transfer of \$250,000 will leave approximately \$545,000 in the fund, a balance equal to slightly more than 1% of the overall Town operating budget. The Finance Committee's long term goal is a Stabilization Fund balance equal to 2% of the operating budget.

Fiscal Year 1996 Operating Budget

Revenue available for appropriation in Fiscal Year 1996 is forecasted to be \$49,017,858. Original Budget requests made to the Finance Committee totaled \$49,883,332, leaving a deficit of \$870,474 which needed to be closed. Highlights of the proposed budget which dealt with that deficit are as follows:

- * Total departmental budget increases this year for the Town as a whole were \$1,867,560. Within this amount, the recommended budget increase for the School Department is \$1,400,000, a 6.3% increase over last year. This compares with a 6.6% increase in the prior year.
- The Finance Committee is recommending the funding of a \$55,000 Finance Director position within the Finance Department Budget. We believe that the position is important for the administration of Town finances in the future. During the Budget process we were informed by the Board of Selectmen that the re-establishment of the position was their number one priority in the 1996 budget.
- All salary increases called for under the Town's existing labor agreements have been provided for in the proposed budget. The cuts which were made in order to balance the budget were mostly in the area of additional headcount requests or in the non personnel area.
- The Library budget was cut by a total of \$18,000. The Library Trustees have a funding resource available to them which they can use to make up the cut to their operating budget if they choose.
- This is the first year that both revenues and expenses related to the Water and Sewer Division of the Public Works Department are not contained in the town operating budget. These amounts are carried in the new Enterprise fund established by the 1994 Annual Town Meeting. This explains the decrease in revenue and expenses as compared with the 1995 and prior operating budgets.

Capital Program

The Finance Committee reviewed the proposed 1996 Capital Budget prepared by the Board of Selectmen and submitted to us for our review. Three of our members, as liaisons to the Capital Planning Process spent numerous hours with the town administrator and department heads discussing the projects, and their proposed funding in order that the Committee could make informed independent recommendations to Town Meeting. The Town

has typically funded projects in three ways: 1) the individual department would pay for the purchase out of its operating budget; 2) the cost of certain capital purchases would be financed for a period of years through the issuance of long term debt; 3) substantial projects are typically submitted to for a Proposition 2 ½ override vote by the Town. As a result of that process we are recommending a number of projects be approved by Town Meeting and be paid for by bonding.

In closing the deficit we were presented with this year, the Finance Committee voted to not recommend approval of \$351,000 worth of capital projects where the proposed funding is from current revenues or reserves. The committee voted to recommend approval of three of the items (Eliot Portable Classrooms \$53,000, School Sidewalk Replacement \$25,000, Fire Department Radio Upgrade \$25,000) where the funding would be provided through bonding.

Buildings and Grounds

Over the past few years, one of the problems that the Building and Grounds Study Committee has been looking at was the perceived problem that the Town has not done a very good job with the maintenance of its physical plants. Years of tight budgets have resulted in the constant deferral of critical repairs and maintenance to the Town's buildings and its grounds. It is the belief of the Finance Committee that deferred maintenance is an expensive form of borrowing which must begin to be addressed. At the Special Town Meeting last November, a Warrant Article was adopted establishing a Municipal Building Maintenance Board (MBMB). The new board was charged with the coordination and management of all maintenance and repairs for town buildings, including those of the School Department. It was intended at that time that budgets for town building maintenance be removed from the individual department budgets and centralized in a single budget under the control of the new board. The belief is that making the maintenance budget visible, and placing management of the function within the control of a single board would lead to the accountability necessary to ensure its performance.

A conflict between the Warrant Article establishing the MBMB and the Town Charter was discovered subsequent to the Special Town Meeting. The Town Charter places control of the maintenance of school buildings solely within the jurisdiction of the School Committee. As a result, because of the primacy of the Town Charter over the Warrant Article, two Maintenance Budgets are listed within the Finance Committee's Budget recommendation. The budget for school buildings maintenance remains under control of the School Committee and is \$2,461,266. It is listed within the Education budget section. The budget for all other Town Buildings is \$429,911 and is listed in the Public Facilities section of the budget, just after the Public Works Budget.

A second proposal of the Building and Grounds Study Committee related to the maintenance of the school department athletic fields. The fields have not been maintained over the years and have fallen into a state of general disrepair. The proposal of the Study Committee was that the Public Works Department embark on a program to rehabilitate the School Fields and also take over responsibility for their maintenance. The plan of the Study Committee was that this change of responsibility for fields take place over a period of four or five years, one school at a time. In the Finance Committee budget recommendation, phase one of the project, the takeover of the Newman School Grounds is provided for. The project consists of the Newman Grounds Warrant article calling for the bonding of \$128,000, an approximately \$35,000 increase to the Public Works Department Budget, and a \$6,000 increase to the Park & Recreation Department.

Conclusion

The Finance Committee wishes to thank the Board of Selectmen, the Town Administrator and the other town officials with whom we have worked this year. The level of cooperation we received in a difficult budget year was gratifying, and made our work easier. The Town will be facing difficult fiscal choices for the foreseeable future. We are essentially on our own financially. It is unreasonable to expect help from the State in either a direct way through an increase in funding or indirectly through a loosening of the strictures of Proposition 2 ½. As a result the citizens of our Town are the only source of additional resources. Town Government needs to constantly earn their confidence if it expects to look to them to provide those additional resources.

Paul O'Connor, Chairman
James G. Healy, Vice Chairman
Matthew J. Appelstein
Cynthia J. Chaston
Maureen P. Corcoran

Robert D. Friedman
Thomas H. Hannigan
John M. Hession
William J. Miles
Gerard G. Sullivan, Executive Secretary

WARRANT ARTICLE INDEX

<u>Article</u>	<u>Page</u>	<u>Descriptive Title</u>	<u>Inserted By</u>
1.	17	Annual Town Election	Town Clerk
2.	18	Committee/Officer Reports	Board of Selectmen
3.	18	Street Acceptance	Board of Selectmen
ZONING ARTICLES			
4.	19	Amend Zoning By-law - Section I	Planning Board
5.	19	Amend Zoning By-law - Build Factor	Planning Board
6.	20	Amend Zoning By-law - Technical Changes in Residential Compound Section	Planning Board
7.	20	Amend Zoning By-law - Special Conditions	Planning Board
8.	20	Amend Zoning By-law - Reference Correction	Planning Board
9.	21	Amend Zoning By-law - Accessory Uses	Planning Board
PERSONNEL RELATED ARTICLES			
10.	21	Fund Collective Bargaining Agreement - DPW / NAGE	Board of Selectmen
11.	21	Fund Collective Bargaining Agreement - Independent Town Workers Association	Board of Selectmen
12.	21	Fund Collective Bargaining Agreement - International Association of Fire Fighters, Local 1706, Units A, B, & C	Board of Selectmen
13.	22	Amend Classification and Standard Rates of Compensation	Personnel Board
14.	22	Establish Elected Officials' Salary	Personnel Board
15.	22	Amend Consolidated Personnel By-Law	Personnel Board
FINANCE / BUDGET ARTICLES			
16.	23	Appropriate the FY96 Operating Budget	Finance Committee
17.	23	Appropriate the FY96 Water Enterprise Fund Budget	Board of Selectmen / Finance Committee
18.	23	Appropriate the FY96 Sewer Enterprise Fund Budget	Board of Selectmen / Finance Committee

19.	24	Appropriate for Revaluation Expenses	Board of Assessors
20.	24	Appropriate for WWII Commemorative Celebration	WWII Commemorative Committee
21.	24	Appropriate for Tax Work-off Program	Board of Selectmen
22.	24	Continue Revolving Fund - School Busing	School Committee
23.	25	Continue Revolving Fund - Memorial Park	Memorial Park Trustees
24.	25	Continue Revolving Fund - Local Transportation	Board of Selectmen
25.	25	Continue Revolving Fund - Yard Waste Processing Program	Board of Selectmen
26.	26	Accept MGL Chapter 73, Section 4 of the Acts of 1986 (Continuation of Property Tax Exemption Income Limits)	Board of Selectmen
27.	27	Adjust Travel Reimbursement for Personal Cars on Town Business	Board of Selectmen
28.	27	Authorization to Expend State Funds	Board of Selectmen
29.	27	Transfer of Undesignated Fund Balance	Finance Committee

CAPITAL IMPROVEMENT BUDGET ARTICLES

30.	27	Appropriate for Newman School Renovations (Phase 2)	Board of Selectmen
31.	28	Appropriate for Mitchell School ADA Alterations	Board of Selectmen
32.	28	Appropriate for Newman School Grounds	Board of Selectmen
33.	28	Appropriate for DPW Sidewalk Tractor	Board of Selectmen
34.	28	Appropriate for Hillside School Parking Area	Board of Selectmen
35.	28	Appropriate for Water System Rehabilitation	Board of Selectmen
36.	29	Appropriate for DPW Equipment Replacement	Board of Selectmen
37.	29	Appropriate for Great Plain Avenue Pumping Station/Force Sewer Main	Board of Selectmen
38.	29	Appropriate for Mapping System for I / I Projects	Board of Selectmen
39.	29	Appropriate for Recycling Expansion (Phase 2)	Board of Selectmen
40.	30	Appropriate for Solid Waste Transfer Building	Board of Selectmen

41.	30	Appropriate for Transfer Station Access Road	Board of Selectmen
42.	30	Appropriate for Eliot School Portable Classrooms	Board of Selectmen
43.	30	Appropriate for Fire Department Jaws of Life	Board of Selectmen
44.	30	Appropriate for Fire Department Radio Upgrade	Board of Selectmen
45.	31	Appropriate for Fire Department Alarm Cabling	Board of Selectmen
46.	31	Appropriate for Pollard School Ventilation and Air Conditioning System	Board of Selectmen
47.	31	Appropriate for School Sidewalk Reconstruction	Board of Selectmen
48.	31	Appropriate for Rosemary Pool Study	Board of Selectmen
49.	31	Appropriate for Park & Recreation Park Repairs	Board of Selectmen

GENERAL BY-LAWS / TOWN CHARTER ARTICLES

50.	32	Amend Town Charter - Section 17	Board of Selectmen
51.	32	Amend General By-laws, Section 10.2.2.6.D.	Board of Health
52.	32	Amend General By-laws, Section 4.4.1	Board of Selectmen
53.	33	Amend General By-laws, Article 5	Board of Selectmen
54.	33	Amend General By-laws, Section 10.2.2.3 (S)	Board of Selectmen
55.	33	Amend General By-laws, Section 2.7.3.	Board of Selectmen
56.	34	Amend General By-laws, Section 10.1.2.	Board of Selectmen
57.	34	Establish Public Buildings Design Review Committee	Citizens' Petition

TOWN MEETING COMMITTEES

58.	35	Establish Town Building Study Committee	School Committee
59.	36	Establish a Study Committee on School Financing	Citizens' Petition
60.	36	Continue Community Center Study Committee	Community Center Study Committee
61.	36	Continue Parking Facilities Study Committee	Parking Facilities Study Committee

62.	37	Continue School Safety Study Committee	School Safety Study Committee
63.	37	Continue School Department Facilities Building Committee	School Department Facilities Building Committee
64.	37	Continue Solid Waste Disposal/Recycling Advisory Committee	Solid Waste Disposal/ Recycling Advisory Committee
65.	37	Omnibus Article	Board of Selectmen

REVENUE SUMMARY: FY 94 - 96

	ACTUAL RECEIPTS FY 94	ESTIMATED RECEIPTS FY95	PROJECTED RECEIPTS FY96
RECEIPTS:			
Motor Vehicle Excise	2,100,749	2,109,062	2,220,000
Water Enterprise Fund	1,398,050	1,463,000	590,000
Sewer Enterprise Fund	4,209,272	4,226,317	653,000
Trash Disposal Charges	496,061	440,000	525,000
Recreation	226,161	227,800	235,500
Licenses & Permits	552,963	445,000	500,000
Special Assessments	34,850	20,000	25,000
Fines & Forfeits	164,333	150,000	150,000
Investment Income	390,194	390,000	470,000
Hotel Tax	184,287	130,000	150,000
Transfer from Glover Ent. Fund	1,827,812	1,720,164	657,000
Other Receipts	0	0	45,000
MBTA Commuter Parking	109,159	95,000	95,000
Penalties and Interest	149,221	140,000	150,000
In Lieu of Taxes	44,029	40,000	75,000
Charges for Services	254,577	176,422	250,000
Fees	224,213	200,000	240,000
Library Charges	40,592	35,000	35,000
Rentals	42,185	33,000	35,000
Other - FEMA Reimb.	193,114	0	0
SUB-TOTAL	12,641,822	12,040,765	7,100,500
REVENUE:			
Real & Personal Property Tax Levy	36,564,506	37,809,464	39,104,701
State Aid	3,229,821	3,732,849	4,166,849
SUB-TOTAL	39,794,327	41,542,313	43,271,550
RESERVES:			
Undesignated Fund Balance (Free Cash)	1,435,000	1,560,000	1,455,000
Reserved for Appropriation	55,000	71,280	55,000
Overlay Surplus	0	0	0
Other	30,000	0	0
SUB-TOTAL	1,520,000	1,631,280	1,510,000
TOTAL REVENUE	53,956,149	55,214,358	51,882,050
LESS-REDUCTIONS IN REVENUE:			
Overlay (reserve for abatements)	798,333	488,317	450,000
Cherry Sheet Offsets	431,945	440,632	450,000
Cherry Sheet Assessments	949,522	955,260	1,000,192
Snow Deficit	132,678	128,915	0
High School Reimbursement	0	250,000	514,000
Overlay Deficits	0	85,000	700,000
SUB-TOTAL	2,312,478	2,348,124	3,114,192
AVAILABLE FOR APPROPRIATION:	51,643,671	52,866,234	48,767,858
OTHER RESERVES APPROPRIATED	398,000	296,000	250,000
TOTAL	52,041,671	53,162,234	49,017,858

SUMMARY: FY 94 - FY 96 OPERATING BUDGET

	EXPENDED FY 94	APPROPRIATED FY 95	RECOMMENDED FY96
<u>TOWNWIDE EXPENSES</u>	10,142,054	10,848,377	10,140,704
<u>DEPARTMENT BUDGETS:</u>			
Board Of Selectmen	471,227	523,913	412,926
Town Clerk	142,913	175,152	163,199
Legal	191,364	171,763	161,763
Personnel Board	1,184	8,599	8,599
Assessors	214,434	232,007	210,755
Finance	1,021,825	1,018,214	1,067,503
Finance Committee	12,655	575,962	665,894
Contributory Retirement	47,563	50,446	51,269
Education	20,831,846	22,101,361	23,501,361
Police	2,765,464	2,908,647	2,934,701
Fire	3,375,553	3,412,365	3,681,001
Civil Defense	14,680	18,000	18,000
Building	166,813	178,721	179,241
Department of Public Works	5,450,196	3,670,965	3,628,746
Town Building Maintenance	0	0	429,911
Board of Health	281,708	314,524	294,795
Veterans Services	57,448	79,103	70,024
Youth Commission	95,664	116,924	111,977
Council On Aging	140,404	169,120	169,160
Commission on Disabilities	513	1,293	513
Planning Board	92,485	90,333	91,114
Conservation Commission	7,369	18,317	18,313
Board of Appeals	8,171	8,803	8,803
Historical Commission	513	513	513
Library	722,196	802,391	652,515
Park & Recreation	304,263	349,058	323,058
Memorial Park	452	600	500
DEPARTMENT BUDGETS	36,417,719	36,997,094	38,856,154
Special Articles	115,000	536,702	21,000
Appropriate to Stabilization Fund	0	200,000	0
TOTAL OPERATING BUDGET:	46,675,957	48,582,173	49,017,858

**OPERATING BUDGET RECOMMENDATIONS
FOR FISCAL YEAR ENDING JUNE 30, 1996**

Submitted by the Finance Committee

GENERAL NOTE: Fiscal year 1994 Expended column and fiscal year 1995 Appropriated column have been restated to reflect the consolidated expense request grouping for fiscal year 1996.

	EXPENDED FY 94	APPRO- PRIATED FY 95	RECOM- MENDE FY 96	AMENDMENT
<u>TOWN WIDE EXPENSES</u>				
(20.71 % of Budget Total)				
010 Street lighting	390,000	380,000	380,000	
011 Garbage collection	94,000	93,000	95,000	
012 Insurance, general	541,355	487,000	462,071	
013 Health insurance	3,729,719	3,495,000	3,472,000	
014 Worker's compensation	450,000	442,000	355,500	
015 Prop. self insurance	12,000	15,000	15,000	
016 Unif. serv. self insurance	174,062	120,000	120,000	
017 Unemployment compensation	29,715	30,000	30,000	
018 Maturing bonds	791,560	1,703,060	1,162,994	
019 Bond interest	321,665	375,000	370,150	
020 Contributory retirement	2,892,324	2,900,388	2,907,644	
021 Chapter 32 retirement	161,993	200,000	200,000	
022 Minuteman Voc. assessment	481,588	522,929	497,325	
023 MBTA Commuter Parking	<u>72,073</u>	<u>85,000</u>	<u>73,000</u>	
TOTAL: TOWN WIDE EXP.	10,142,054	10,848,377	10,140,704	

GENERAL GOVERNMENT
(1.52% of Budget Total)

BOARD OF SELECTMEN:

101 Salaries	319,530	339,655	273,568	
102 Purchase of service	129,778	149,908	116,408	
103 Expenses	21,919	24,350	18,950	
104 Capital outlay	<u>5,000</u>	<u>10,000</u>	<u>4,000</u>	
TOTAL	471,227	523,913	412,926	

TOWN CLERK/BOARD OF REGISTRARS

105 Salaries	120,953	127,852	129,199	
106 Purchase of service	13,460	22,870	16,925	
107 Expenses	8,500	3,475	3,275	
108 Capital outlay	0	0	0	
109 Tellers / Canvassers / Details	<u>0</u>	<u>20,955</u>	<u>13,800</u>	
TOTAL	142,913	175,152	163,199	

GENERAL GOVERNMENT (Continued)

	<u>EXPENDED FY94</u>	<u>APPRO- PRIATED FY95</u>	<u>RECOM- MENDED FY96</u>	<u>AMENDMENT</u>
LEGAL:				
110 Salaries	45,040	46,763	46,763	_____
111 Special fees	144,944	120,000	110,000	_____
112 Expenses	<u>1,380</u>	<u>5,000</u>	<u>5,000</u>	_____
TOTAL	191,364	171,763	161,763	_____
PERSONNEL BOARD:				
113 Salaries	1,184	1,099	1,099	_____
114 Merit Bonus	<u>0</u>	<u>7,500</u>	<u>7,500</u>	_____
TOTAL	1,184	8,599	8,599	_____
TOTAL: GENERAL GOVERNMENT	806,688	879,427	746,487	_____
<u>FINANCE</u>				
(4.07% of Budget Total)				
ASSESSORS:				
201 Salaries	179,616	191,007	194,755	_____
202 Purchase of service	24,855	25,000	2,520	_____
203 Expenses	9,963	15,000	12,480	_____
204 Capital outlay	<u>0</u>	<u>1,000</u>	<u>1,000</u>	_____
TOTAL	214,434	232,007	210,755	_____
FINANCE DEPARTMENT:				
205 Salaries	546,402	562,424	626,103	_____
206 Purchase of service	397,422	348,780	319,030	_____
207 Expenses	77,193	82,460	81,720	_____
208 Capital outlay	<u>808</u>	<u>24,550</u>	<u>40,650</u>	_____
TOTAL	1,021,825	1,018,214	1,067,503	_____
FINANCE COMMITTEE:				
209 Salaries	12,395	12,894	12,894	_____
210 Expenses	260	350	500	_____
211 Reserve fund	<u>_____</u>	<u>562,718</u>	<u>652,500</u>	_____
TOTAL	12,655	575,962	665,894	_____
CONTRIBUTORY RETIREMENT:				
212 Salaries	42,963	45,846	45,669	_____
213 Purchase of service	1,200	1,200	2,200	_____
214 Expenses	<u>3,400</u>	<u>3,400</u>	<u>3,400</u>	_____
TOTAL	47,563	50,446	51,269	_____
TOTAL: FINANCE	1,296,477	1,876,629	1,995,421	_____

	EXPENDED FY 94	APPRO- PRIATED FY 95	RECOM- MENDED FY 96	AMENDMENT
EDUCATION				
(47.94% of Budget Total)				
SCHOOL DEPARTMENT:				
301 Salaries	17,052,002	18,028,475	17,812,877	
302 Purchase of Service	2,666,851	2,980,646	2,296,928	
303 Expenses	834,344	830,467	686,721	
304 Capital outlay	<u>278,289</u>	<u>261,773</u>	<u>243,569</u>	
TOTAL	20,831,846	22,101,361	21,040,095	
SCHOOL BUILDING MAINTENANCE				
305 Salaries	0	0	1,367,390	
306 Purchase of Service	0	0	941,076	
307 Expenses	0	0	123,100	
308 Capital outlay	<u>0</u>	<u>0</u>	<u>29,700</u>	
TOTAL			2,461,266	
TOTAL: EDUCATION	20,831,846	22,101,361	23,501,361	
PUBLIC SAFETY				
(13.90% of Budget Total)				
POLICE:				
Salaries-regular	2,155,987	2,272,135	2,350,684	
Salaries-overtime	328,813	344,287	361,192	
401 Total Salaries	2,484,800	2,616,422	2,711,876	
402 Purchase of service	74,859	80,783	40,058	
403 Expenses	120,103	141,642	106,767	
404 Capital outlay	<u>85,702</u>	<u>69,800</u>	<u>76,000</u>	
TOTAL	2,765,464	2,908,647	2,934,701	
FIRE:				
Salaries-regular	2,633,599	2,648,885	3,019,368	
Salaries-overtime	468,330	445,000	445,000	
Salaries o/t alarm div.	6,787	8,000	10,000	
405 Total Salaries	3,118,599	3,101,885	3,474,368	
406 Purchase of service	93,674	109,515	45,213	
407 Expenses	153,280	162,265	155,570	
408 Capital outlay	<u>10,000</u>	<u>38,700</u>	<u>5,850</u>	
TOTAL	3,375,553	3,412,365	3,681,001	
CIVIL DEFENSE:				
409 Salaries	3,000	3,000	3,000	
410 Purchase of Service	10,349	11,925	11,925	
411 Expenses	<u>1,331</u>	<u>3,075</u>	<u>3,075</u>	
TOTAL	14,680	18,000	18,000	

	<u>EXPENDED FY94</u>	<u>APPRO- PRIATED FY95</u>	<u>RECOM- MENDED FY96</u>	<u>AMENDMENT</u>
<u>PUBLIC SAFETY (Continued)</u>				
BUILDING:				
412 Salaries	160,067	171,614	172,134	
413 Purchase of service	782	1,260	1,260	
414 Expenses	5,964	5,847	5,847	
415 Capital outlay	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL	166,813	178,721	179,241	
TOTAL: PUBLIC SAFETY	6,322,510	6,517,733	6,812,943	
<u>PUBLIC FACILITIES</u> (8.28% of Budget Total)				
PUBLIC WORKS:				
501 Salaries	2,611,828	1,907,088	1,926,079	
502 Purchase of service	1,491,978	1,224,916	1,233,632	
503 Expenses	518,310	319,195	319,035	
504 Capital outlay	330,058	69,766	0	
505 Snow & emergency salary	162,206	60,000	70,000	
506 Snow & emergency expenses	<u>335,816</u>	<u>90,000</u>	<u>80,000</u>	
TOTAL	5,450,196	3,670,965	3,628,746	
GENERAL GOVERNMENT BUILDING MAINTENANCE:				
507 Salaries			163,551	
508 Purchase of service			205,890	
509 Expenses			56,470	
510 Capital outlay			<u>4,000</u>	
TOTAL			429,911	
TOTAL: PUBLIC FACILITIES	5,450,196	4,953,102	4,058,657	
<u>HUMAN SERVICES</u> (1.32% of Budget Total)				
BOARD OF HEALTH:				
601 Salaries	188,207	212,533	192,804	
602 Purchase of service	87,992	94,441	94,441	
603 Expenses	5,509	7,550	7,550	
604 Capital outlay	<u>0</u>	<u>0</u>	<u>0</u>	
TOTAL	281,708	314,524	294,795	

1995 ANNUAL TOWN MEETING WARRANT

TOWN OF NEEDHAM, MASSACHUSETTS

HUMAN SERVICES (Continued)		EXPENDED FY 94	APPRO- PRIATED FY 95	RECOM- MENDED FY 96	AMENDMENT
VETERANS' SERVICES:					
605	Salaries	35,122	34,903	35,824	
606	Expenses	2,104	3,200	3,200	
607	Benefits	<u>20,222</u>	<u>41,000</u>	<u>31,000</u>	
	TOTAL	57,448	79,103	70,024	
YOUTH COMMISSION:					
608	Salaries	87,356	112,134	107,187	
609	Purchase of Service	2,098	2,140	4,790	
610	Expenses	2,310	2,650	0	
611	Capital outlay	<u>0</u>	<u>0</u>	<u>0</u>	
	TOTAL	95,664	116,924	111,977	
COUNCIL ON AGING:					
612	Salaries	135,039	152,300	153,860	
613	Purchase of service	1,034	11,400	11,500	
614	Expenses	3,081	3,570	3,800	
615	Capital outlay	<u>1,250</u>	<u>1,850</u>	<u>0</u>	
	TOTAL	140,404	169,120	169,160	
COMMISSION ON DISABILITIES:					
616	Expenses	<u>513</u>	<u>1,293</u>	<u>513</u>	
	TOTAL	513	1,293	513	
TOTAL: HUMAN SERVICES		575,737	680,964	646,469	
DEVELOPMENT					
(0.24% of Budget Total)					
PLANNING BOARD:					
701	Salaries	72,282	85,426	86,207	
702	Purchase of service	17,930	2,960	2,960	
703	Expenses	2,273	1,947	1,947	
704	Capital outlay	<u>0</u>	<u>0</u>	<u>0</u>	
	TOTAL	92,485	90,333	91,114	
CONSERVATION COMMISSION:					
705	Salaries	5,221	13,738	13,738	
706	Purchase of service	1,125	3,429	3,429	
707	Expenses	1,024	1,150	1,146	
708	Capital outlay	<u>0</u>	<u>0</u>	<u>0</u>	
	TOTAL	7,369	18,317	18,313	

DEVELOPMENT (Continued)		EXPENDED FY94	APPRO- PRIATED FY95	RECOM- MENDED FY96	AMENDMENT
BOARD OF APPEALS:					
709	Salaries	5,304	5,253	5,253	
710	Purchase of Service	2,575	3,550	3,350	
711	Expenses	<u>292</u>	<u>0</u>	<u>0</u>	
	TOTAL	8,171	8,803	8,803	
HISTORICAL COMMISSION:					
712	Expenses	<u>513</u>	<u>513</u>	<u>513</u>	
	TOTAL	513	513	513	
TOTAL: DEVELOPMENT		108,538	117,966	118,743	
<u>CULTURAL AND LEISURE SERVICES</u>					
(1.99% of Budget)					
LIBRARY:					
801	Salaries	530,389	584,341	523,435	
802	Purchase of service	69,938	70,500	31,500	
803	Books & Periodicals	91,973	100,000	88,000	
804	Expenses	16,646	17,650	9,580	
805	Capital outlay	<u>13,250</u>	<u>29,900</u>	<u>0</u>	
	TOTAL	722,196	802,391	652,515	
PARK & RECREATION					
806	Salaries	251,189	263,933	269,933	
807	Purchase of service	21,459	21,347	23,347	
808	Expenses	26,615	26,778	24,778	
809	Capital outlay	<u>5,000</u>	<u>37,000</u>	<u>5,000</u>	
	TOTAL	304,263	349,058	323,058	
MEMORIAL PARK:					
810	Expenses	452	600	500	
811	Capital outlay	<u>0</u>	<u>0</u>	<u>0</u>	
	TOTAL	452	600	500	
TOTAL: LEISURE /CULTURAL SERV		1,026,911	1,152,049	976,073	
GRAND TOTAL:					
DEPARTMENT BUDGETS		49,485,818	52,383,933	49,017,858	

DEBT RETIREMENT SCHEDULE (ISSUED)
(within levy limit)

<u>Fiscal Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total Debt Payment</u>	<u>Debt End of Year</u>
1994	\$791,560	\$287,046	\$1,078,606	\$5,933,329
1995	\$888,060	\$256,415	\$1,144,475	\$5,045,269
1996	\$893,059	\$213,621	\$1,106,680	\$4,152,210
1997	\$896,200	\$173,997	\$1,070,197	\$3,256,010
1998	\$755,595	\$134,474	\$890,069	\$2,500,415
1999	\$767,093	\$100,052	\$867,145	\$1,733,322
2000	\$449,761	\$66,440	\$516,201	\$1,283,561
2001	\$403,761	\$47,935	\$451,696	\$879,800
2002	\$403,650	\$29,823	\$433,473	\$476,150
2003	\$293,650	\$14,265	\$307,915	\$182,500
2004	\$156,250	\$4,600	\$160,850	\$26,250
2005	\$26,250	\$656	\$26,906	0
2006				

DEBT RETIREMENT SCHEDULE (ISSUED)
(outside levy limit)

<u>Fiscal Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total Debt Payment</u>	<u>Debt End of Year</u>
1994	\$2,083,440	\$838,036	\$2,911,476	\$11,966,671
1995	\$1,996,940	\$629,220	\$2,626,160	\$9,969,731
1996	\$2,016,941	\$511,372	\$2,528,313	\$7,952,790
1997	\$2,038,800	\$397,525	\$2,436,325	\$5,913,990
1998	\$2,054,405	\$281,473	\$2,335,878	\$3,859,585
1999	\$1,027,907	\$162,868	\$1,190,775	\$2,831,678
2000	\$710,239	\$111,301	\$821,540	\$2,121,439
2001	\$746,239	\$79,832	\$826,071	\$1,375,200
2002	\$771,350	\$45,994	\$817,344	\$603,850
2003	\$456,350	\$17,915	\$474,265	\$147,500
2004	\$73,750	\$5,439	\$79,189	\$73,750
2005	\$73,750	\$656	\$74,406	0

NEW FY96 CAPITAL PROJECTS

<u>DEPARTMENT</u>	<u>PROJECT</u>	<u>PROJECT COST</u>
PROJECTS RECOMMENDED BY THE FINANCE COMMITTEE:		
School	Newman Phase 2	687,536
DPW	Newman Grounds	128,000
School	Hillside Parking	100,000
School	Eliot Portable Classrooms	53,000
Fire	Radio Upgrade	25,000 (\$45,000 requested)
DPW	School Sidewalk Repair	25,000
Park & Recreation	Park Repairs	21,000
DPW	Equipment	209,000 (\$370,293 requested)

PROJECTS DEFERRED BY THE FINANCE COMMITTEE UNTIL TOWN MEETING:

School	Mitchell ADA	105,000
DPW	Water System Rehab	250,000
DPW	Gt. Plain Ave Pump Station	
DPW	Mapping System	340,000
DPW	Recycling Expansion	112,000
DPW	Solid Waste Transfer Bldg.	1,070,000
DPW	Transfer Sta. Access Rd.	225,000
School	Pollard Ventilation/Air Conditioning	50,000

PROJECTS NOT RECOMMENDED BY THE FINANCE COMMITTEE FOR FY96 FUNDING:

DPW	Sidewalk Tractor	56,000
Fire	Jaws of Life	28,000
Fire	Alarm Cabling	25,000
Park & Recreation	Rosemary Pool Study	25,000

TRANSFERS FROM FINANCE COMMITTEE RESERVE FUND TO APPROPRIATION ACCOUNTS

July 1, 1993 - June 30, 1994

(Transfers have been summarized below by department. These amounts are included
in the EXPENDED FY 1994 column of the Operating Budget section)

<u>REQUESTS</u>	<u>AMOUNT</u>
Fire Overtime	\$40,000
Police Overtime	36,000
Legal Expense	25,000
Snow & Ice Salaries	35,000
Snow & Ice Expense	150,000
Newman Renovations	145,000
Schools - SPED	100,000
Building Department	<u>5,250</u>
	\$536,250

**WARRANT FOR THE ANNUAL TOWN MEETING
MONDAY, APRIL 10, 1995
TOWN OF NEEDHAM
COMMONWEALTH OF MASSACHUSETTS**

Norfolk, ss.

To either of the constables in the Town of Needham in said County. Greetings:

In the name of the Commonwealth of Massachusetts you are hereby required to notify and warn the Inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet in their respective voting places in said Town namely:

Precinct A	-	Hillside School
Precinct B	-	Hillside School
Precinct C	-	Newman School
Precinct D	-	High Rock School
Precinct E	-	Pollard Middle School
Precinct F	-	Stephen Palmer Community Room
Precinct G	-	Broadmeadow School
Precinct H	-	Broadmeadow School
Precinct I	-	William Mitchell School - Gymnasium
Precinct J	-	William Mitchell School - Gymnasium

on MONDAY, THE TENTH DAY OF APRIL, 1995

from forty-five minutes after six o'clock in the forenoon, until eight o'clock in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1: ANNUAL TOWN ELECTION

To choose by ballot the following Town Officers:

One Moderator for One Year;
 One Selectman for Three Years;
 One Town Clerk for Three Years;
 One Assessor for Three Years;
 Three Members of School Committee for Three Years;
 Two Trustees of Memorial Park for Three Years;
 Two Trustees of Needham Public Library for Three Years;
 One Member of Board of Health for Three Years;
 One Member of Planning Board for Five Years;
 One Member of Needham Housing Authority for Five Years;
 One Commissioner of Trust Funds for Three Years;
 One Commissioner of Trust Funds for Two Years;
 Two Members of Park and Recreation Commission for Three Years;
 One Member of Park and Recreation Commission for Two Years;
 Nine Town Meeting Members from Precinct A for Three Years;
 Nine Town Meeting Members from Precinct B for Three Years;
 Nine Town Meeting Members from Precinct C for Three Years;

Nine Town Meeting Members from Precinct D for Three Years;
One Town Meeting Member from Precinct D for Two Years;
Two Town Meeting Member from Precinct D for One Year;
Eight Town Meeting Members from Precinct E for Three Years;
Eight Town Meeting Members from Precinct F for Three Years;
One Town Meeting Member from Precinct F for One Year;
Eight Town Meeting Members from Precinct G for Three Years;
Two Town Meeting Member from Precinct G for One Year;
Eight Town Meeting Members from Precinct H for Three Years;
Eight Town Meeting Members from Precinct I for Three Years;
One Town Meeting Member from Precinct I for One Year;
Eight Town Meeting Members from Precinct J for Three Years;
One Town Meeting Member from Precinct J for One Year.

AND at the Newman School in said Town on MONDAY, THE FIRST DAY OF MAY, 1995 AT 7:30 P.M.

ARTICLE 2: COMMITTEE/OFFICER REPORTS

To hear and act on the reports of Town Officers and Committees.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 3: STREET ACCEPTANCE

To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

Cogswell Court From Broadmeadow Road southeasterly, a distance of approximately 190 feet.

Myrtle Street From Willow Street northwesterly, a distance of approximately 245 feet.

Pine Hill Drive From Grove Street easterly, a distance of approximately 660 feet.

Lynn Road From William Street to Frank Street, a distance of approximately 907 feet.

William Street From Sunnyside Road to Frank Street, a distance of approximately 1,002 feet.

Frank Street From Horace Street to William Street, a distance of approximately 445 feet.

or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ZONING RELATED ARTICLES

ARTICLE 4: AMEND ZONING BY-LAW - SECTION 1

To see if the Town will vote to amend the Zoning By-Law, Section 1.4 Non-Conformance, as follows:

- (1) In Section 1.4 Non-Conformance, by redesignating Subsection 1.4.7 Conformance with Subsequent Amendments as Subsection 1.4.8 and by redesignating Subsection 1.4.8 Substitution as Subsection 1.4.9.
- (2) In Section 1.4 Non-Conformance, by inserting a new Subsection 1.4.7 Alterations to Single-Family and Two-Family Dwellings, to read as follows:

"1.4.7 Alterations to Single-Family and Two-Family Dwellings

A single-family or two-family dwelling which is non-conforming because of setback, yard, area and/or frontage requirements of this by-law may be altered, reconstructed, extended or structurally changed as of right and without a special permit or finding by the Board as required in the preceding section provided that such alteration, reconstruction, extension or structural change complies with all current setback, yard, building coverage, building height, and building story requirements. Such alteration, reconstruction, extension or structural change shall not be considered an increase in the non-conforming nature of the dwelling."

or take any other action relative thereto.

INSERTED BY: Planning Board

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 5: AMEND ZONING BY-LAW - BUILD FACTOR

To see if the Town will vote to amend the Zoning By-Law, Section 4.2 Dimensional Regulations for Rural Residence-Conservation, Single Residence A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by inserting at the end of the third paragraph and prior to sub-paragraph (a) the following two sentences to read as follows:

"Lots recorded or endorsed after February 16, 1995 shall be subject to a maximum Build Factor of 30 in a Rural Residence-Conservation District. Lots recorded or endorsed prior to February 16, 1995 may not be modified such that the Build Factor of the modified lot exceeds 30 in a Rural Residence-Conservation District."

or take any other action relative thereto.

INSERTED BY: Planning Board

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 6: AMEND ZONING BY-LAW - TECHNICAL CHANGES IN RESIDENTIAL COMPOUND SECTION

To see if the Town will vote to amend the Zoning By-Law, Section 4.2 Dimensional Regulations for Rural Residence-Conservation, Single Residence A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.6 Residential Compound, by adding the following new paragraph (h), as follows:

"(h) Compliance with the Subdivision Control Law - The Planning Board approval of a special permit hereunder shall not substitute for compliance with the Subdivision Control Law nor oblige the Planning Board to approve a related Definitive Plan for subdivision, nor reduce any time periods for Board consideration under that law. However, in order to facilitate processing, the Planning Board may, insofar as practical under law, adopt regulations establishing procedures for submission of a combined Special Permit application/Subdivision Plan which shall satisfy the Board's regulations under the Subdivision Control Law. Except where the Residential Compound does not constitute a subdivision under the Subdivision Control Law, a Definitive Plan shall be submitted to the Planning Board consistent with their Subdivision Regulations and in substantial conformity with the approved Development Plan."

or take any other action relative thereto.

INSERTED BY: Planning Board

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 7: AMEND ZONING BY-LAW - SPECIAL CONDITIONS

To see if the Town will vote to amend the Zoning By-Law, Section 4.6 Special Conditions, Subsection 4.6.1 Specific Front Setbacks, by deleting the present paragraph (d) thereof and by inserting a new paragraph (d) in place thereof to read as follows:

"(d) On the northerly side of Kendrick Street from the Circumferential Highway, or Route 128, to the land now owned by the City of Newton, there shall be a twenty (20) foot building setback line;"

or take any other action relative thereto.

INSERTED BY: Planning Board

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 8: AMEND ZONING BY-LAW - REFERENCE CORRECTION

To see if the Town will vote to amend the Zoning By-Law, Section 4.7.4 Gould Street - Highland Avenue Buffer, by deleting the words "Subsections 4.6.1(f) and (g)" from the first paragraph thereof and by inserting in place thereof the words "Subsections 4.6.1(e) and (f)", so that the entire paragraph shall read as follows (new language underlined):

"The special front building setback lines of 50 feet, as provided for in Subsections 4.6.1(e) and(f), shall be landscaped, vegetative buffer area in the Industrial-1 District."

or take any other action relative thereto.

INSERTED BY: Planning Board

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 9: AMEND ZONING BY-LAW - ACCESSORY USES

To see if the Town will vote to amend the Zoning By-Law, Section 6.1 Accessory Uses, Subsection 6.1.2, by inserting a new second paragraph to read as follows:

"Upon application the Board of Appeals may issue a Special Permit for additional garage space(s), provided that the premises in question are reasonably adaptable to such use and will allow proper layout thereof (including adequate separation of buildings or structures and open areas from adjacent premises), and provided further that the proposed use: (i) will not alter the character of the premises in which it is located, (ii) will not have a material adverse effect on the value of land and buildings or structures in the neighborhood, or on the amenities thereof, and (iii) will not produce noise, odors or glare observable at the lot lines in amounts clearly detrimental to the normal use of adjacent property. In acting upon applications for such Special Permits, the Board of Appeals shall be governed by the provisions of Section 7.2."

or take any other action relative thereto.

INSERTED BY: Planning Board

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

PERSONNEL RELATED ARTICLES**ARTICLE 10: FUND COLLECTIVE BARGAINING AGREEMENT - DPW / NAGE**

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the DPW / NAGE; and to recommend to amend the necessary line items in the 1996 Operating Budget under Articles 16, 17 and 18 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 11: FUND COLLECTIVE BARGAINING AGREEMENT - INDEPENDENT TOWN WORKERS ASSOCIATION

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Independent Town Workers Association; and to recommend to amend the necessary line items in the 1996 Operating Budget under Article 16 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 12: FUND COLLECTIVE BARGAINING AGREEMENT - INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 1706, UNITS A B & C

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and IAFF Local 1706, Units - A B & C; and to recommend to amend the necessary line items in the 1996 Operating Budget under Article

16 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 13: AMEND CLASSIFICATION AND STANDARD RATES OF COMPENSATION

To see if the Town will vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefore a new Classification and Standard Rates of Compensation Schedule; or take any other action relative thereto:

NOTE: All revisions to the Classification and Standard Rates of Compensation Schedule will be provided to Town Meeting Members as soon as possible before May 1, 1995. Except as otherwise required by State Law, the classes of positions in paid appointive service in the Town, other than those in the service of the School Department, and the standard rates of compensation thereof, effective July 1, 1995, may be found in the Classification and Standard Rates of Compensation Schedule, as amended.

INSERTED BY: Personnel Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 14: ESTABLISH ELECTED OFFICIALS' SALARIES

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1995, as required by the General Laws, Chapter 41, Section 108 and as recommended by the Personnel Board and subject to, in the case of the Town Clerk, the longevity provisions of Section 9.11.12 of the Consolidated Personnel By-Law.

Town Clerk	\$44,290
Town Clerk with Six Years of Service	\$51,500
Selectmen, Chairman	\$1,800
Selectmen, Others	\$1,500
Assessor, Chairman	\$1,800
Assessor, Others	\$1,500

or take any other action relative thereto.

INSERTED BY: Personnel Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 15: AMEND CONSOLIDATED PERSONNEL BY-LAW

To see if the Town will vote to amend its Consolidated Personnel By-law (Article IX of the General By-laws of the Town of Needham by:

1. Amending Section 9.11.16 by inserting the following at the end of the section:

Merit Raise At the written request of the appointing authority or department head, the Personnel Board may grant a merit increase in an amount not to exceed three percent in any one year, or ten percent over the duration of employment, if the employee has demonstrated exceptional performance in accordance with regulations promulgated by the Personnel Board. Approved merit raises shall only be granted to employees who have been at maximum for at least one year;

2. deleting the second paragraph of Section 9.11.11;
3. deleting in Section 9.2 the words "the Trustees of Glover Memorial Hospital and";

or take any other action relative thereto.

INSERTED BY: Personnel Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

FINANCE/BUDGET ARTICLES

ARTICLE 16: APPROPRIATE THE FY96 OPERATING BUDGET

To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses; or take any other action relative thereto.

INSERTED BY: Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: The amounts appropriated be as recommended in the "Operating Budget Recommendations". (See page 9)

ARTICLE 17: APPROPRIATE THE FY96 WATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the water department; under the provision of G.L. Chapter 44, Section 53F ½; or take any other action relative thereto.

INSERTED BY: Board of Selectmen/ Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 18: APPROPRIATE THE FY96 SEWER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the sewer department; under the provisions of G.L. Chapter 44, Section 53F ½; or take any other action relative thereto.

INSERTED BY: Board of Selectmen/Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 19: APPROPRIATE FOR REVALUATION EXPENSES

To see if the Town will vote to appropriate \$25,000 for the purpose of conducting property revaluations and other related activities; determine how such sum shall be raised; said sum to be spent under the direction of the Board of Assessors; or take any other action relative thereto.

INSERTED BY: Board of Assessors

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 20: APPROPRIATE FOR WORLD WAR II COMMEMORATIVE CELEBRATION

To see if the Town will vote to appropriate \$1,000 for the purpose of conducting a celebration in honor of the 50th anniversary of the end of World War II; said sum to be spent under the direction of the WWII Commemorative Committee; determine how such sum shall be raised; or take any other action relative thereto:

INSERTED BY: WWII Commemorative Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 21: APPROPRIATE FOR TAX WORK-OFF PROGRAM

To see if the Town will vote to appropriate \$5,000 for the purpose of conducting a tax work-off program; said sum to be spent under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto:

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 22: CONTINUE REVOLVING FUND - SCHOOL BUSING

To see if the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues from the School Department Fee-Based Busing Program; to authorize the School Committee through the Superintendent to expend money from such fund in the amount of \$80,000 in fiscal year 1996; or take any other action relative thereto.

INSERTED BY: School Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

Summary of MGL Chapter 44, Section 53E ½: A revolving fund established under the provisions of MGL Chapter 44, Section 53E ½ must be authorized annually by vote of the Town Meeting. The Town Meeting may authorize the use of one or more revolving funds by one or more municipal agencies, boards, departments or offices which fund shall be accounted for separately from all other monies in the Town. The fund shall be credited only the departmental receipts received in connection with the programs supported by such revolving fund and expenditures may be made from the revolving fund without further appropriation, subject to the provisions of Section 53E ½.

The annual Town Meeting authorization for each revolving fund shall specify:

- (1) the programs and purposes for which the revolving fund may be expended;

- (2) the departmental receipts which shall be credited to the revolving fund;
- (3) the board, department or officer authorized to expend from such fund; and
- (4) a limit on the amount which may be expended from such fund in the ensuing year.

In any fiscal year the Board of Selectmen and the Finance Committee may approve an increase in the amount to be spent from the revolving fund, but in no event shall any agency, board, department or officer be authorized to expend in any one fiscal year more than one percent of the amount raised by the Town by taxation in the most recent fiscal year for which a tax rate has been certified pursuant to MGL. Chapter 59, section 23.

Said agency, board, department or office shall report annually to the Town Meeting or Board of Selectmen as provided by Section 53E ½.

At the close of a fiscal year in which a revolving fund is not reauthorized for the following year or in which the Town changes the purpose for which money may be spent the following year, the balance shall revert to surplus revenue unless the Annual Town Meeting votes to transfer such balance to another revolving fund.

ARTICLE 23: CONTINUE REVOLVING FUND - MEMORIAL PARK

To see if the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues from Memorial Park user fees; such funds to be used for improvements to the Memorial Park; to authorize the Memorial Park Trustees to expend money from such fund in fiscal year 1996 in the amount of \$1,100; or take any other action relative thereto.

INSERTED BY: Memorial Park Trustees

FINANCE COMMITTEE RECOMMEND THAT: Recommendation Deferred

Summary of M.G.L. Chapter 44, Section 53E ½: See summary for Article 22.

ARTICLE 24: CONTINUE REVOLVING FUND - LOCAL TRANSPORTATION

To see if the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues and expenditures associated with local transportation including grant revenues from the MBTA Suburban Transportation Program; to authorize the Board of Selectmen through the Town Administrator to expend money from such fund in fiscal year 1996 in the amount of \$22,100; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

Summary of M.G.L. Chapter 44, Section 53E ½: See summary for Article 22.

ARTICLE 25: CONTINUE REVOLVING FUND: YARD WASTE PROCESSING PROGRAM

To see if the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 179 of the Acts of 1993 for the revenues from the Yard Waste Processing Program; to authorize the Board of Selectmen through the Director of Public

Works to expend money from such fund in fiscal year 1996 in the amount of \$75,000; or take any action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

Summary of Chapter 179 of the Acts of 1993: This law authorizes the creation of an intergovernmental revolving fund by a community that is the lead community in the operation of a multi-community yard waste processing or recycling program. For a lead community to create the fund, its board of selectmen must vote to authorize it, must establish a limit on the total amount which may be spent from the fund for the first fiscal year and must designate the department responsible for operating the yard waste processing or recycling program. For future fiscal years the local appropriating body will set the annual spending limit and designate the responsible department. The spending limit may be increased during the course of any fiscal year with the approval of the board of selectmen.

Participating communities will appropriate funds for the purposes of the yard waste processing or recycling program and will pay them over to the treasurer of the lead community. Any other receipts generated in connection with the program will also be credited to the fund. Monies in the fund may be spent without appropriation for the operation of the program, but no expenditures may be made or obligations incurred in excess of the actual monies received and credited to the fund, nor of the approved spending limit for the year. The balance in the fund at the end of the fiscal year will carry forward into the next year. An annual report on the operation of the fund is to be prepared by the accounting officer, reviewed by the board of selectmen, and forwarded to the Bureau of Accounts.

**ARTICLE 26: ACCEPT SECTION 4 OF CHAPTER 73 OF THE ACTS OF 1986 -
(CONTINUATION OF PROPERTY TAX EXEMPTION INCOME LIMITS)**

To see if the Town will vote to accept, for fiscal year 1996, the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, which amends Chapter 59 of the General Laws relative to real estate property tax exemptions; and to approve an increase in the amount of 10% for each eligible exemption; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

Summary of Chapter 73, Section 4 of the Acts of 1986: Town Meeting approval of the additional exemption, as well as application for the exemption by the taxpayer, must be made annually. Approval was first granted by the May 1993 Town Meeting. Acceptance of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, permits the Town to grant an additional exemption to certain taxpayers who are surviving spouses, surviving minors of deceased parents, persons over the age of 70, certain veterans and disabled veterans and their surviving spouses, parents of veterans who died in wartime service and blind individuals, and who qualify for an exemption under any one of the following clauses of Section 5 of Chapter 59 of the General Laws:

Clauses 17, 17C, 17D, 22, 22A, 22B, 22C, 22D, 22E, 37, 37A, 41, 41B, 41C, 42, or 43.

The additional exemption shall be uniform for all exemptions but shall not exceed one hundred percent of a taxpayers original exemption. No taxpayer may pay less tax than paid on the preceding year, except through the application of General Laws Chapter 58, Section 8A or Chapter 59, Section 5, clause 18. The taxable valuation of the taxpayer's property shall not be less than ten percent of its fair cash value.

**ARTICLE 27: ADJUST TRAVEL REIMBURSEMENT FOR USE OF PERSONAL CAR ON
TOWN BUSINESS**

To see if the Town will vote to increase the amount paid to Town officers and employees for the use of privately owned motor vehicles for Town purposes from the present rate of 22 cents per mile to 25 cents per mile; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 28: AUTHORIZATION TO EXPEND STATE FUNDS

To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways, authorize the expenditure of \$720,646 provided or to be provided by the Commonwealth of Massachusetts Department of Public Works under the provisions of Chapter 85 of the Acts of 1994; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 29: TRANSFER OF UNDESIGNATED FUND BALANCE (FREE CASH)

To see if the Town will vote to transfer \$1,455,000 from the Undesignated Fund Balance account (Free Cash) to meet, in part, appropriations made at this Town Meeting, and to authorize the Board of Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1996; or take any other action relative thereto.

INSERTED BY: Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted

CAPITAL IMPROVEMENT BUDGET ARTICLES

Articles 30 - 49 are the Capital Improvement Budget Articles as recommended by the Board of Selectmen in the FY 1996-2000 Capital Improvement Plan (CIP). An Executive Summary of the CIP can be found on page 39.

ARTICLE 30: APPROPRIATE FOR NEWMAN SCHOOL RENOVATIONS (Phase 2)

To see if the Town will vote to raise and appropriate the sum of \$687,536 to perform Phase 2 renovations to the Newman School; to be spent under the direction of the School Committee; to determine how such sum shall be raised; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$687,536 for a period up to 15 years under G.L.C 44 s7(25); or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted

ARTICLE 31: APPROPRIATE FOR MITCHELL SCHOOL ADA ALTERATIONS

To see if the Town will vote to raise and appropriate \$105,000 to make improvements and alterations to the Mitchell School as required by the Americans With Disabilities Act; to be spent under the direction of the School Committee; determine how such sum shall be raised; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 32: APPROPRIATE FOR NEWMAN SCHOOL GROUNDS

To see if the Town will vote to raise and appropriate the sum of \$128,000 to reconstruct certain portions of the Newman School Grounds; to be spent under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto:

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted

ARTICLE 33: APPROPRIATE FOR DPW SIDEWALK TRACTOR

To see if the Town will vote to raise and appropriate the sum of \$56,000 to purchase a sidewalk tractor, to be spent under the direction of the Board of Selectmen; to determine how such sum shall be raised; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$56,000 for a period up to five years under G.L. C.44 s7 (9); or take any other action relative thereto.

INSERTED BY Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Not Be Adopted

ARTICLE 34: APPROPRIATE FOR HILLSIDE SCHOOL PARKING AREA

To see if the Town will vote to raise and appropriate the sum of \$100,000 to reconstruct and expand the Hillside School Parking area; to be spent under the direction of the Board of Selectmen; to determine how such sum shall be raised; ; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$100,000 for a period up to five year, under G.L. C44 s.7 (6); or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted

ARTICLE 35: APPROPRIATE FOR WATER SYSTEM REHABILITATION

To see if the Town will vote to raise and appropriate the sum of \$250,000 for the rehabilitation and improvement of the water system including studies, engineering service, plans, specifications and contract documents for main relining and replacement, pumping station improvements, and treatment facilities; to be expended under the direction of the Board of Selectmen; that to

meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$250,000 for a period of up to 30 years under G.L. C. 44 s. 8 ; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 36: APPROPRIATE FOR DPW EQUIPMENT REPLACEMENT

To see if the Town will vote to raise and appropriate the sum of \$370, 293 for DPW equipment; to be spent under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted at \$209,000

**ARTICLE 37: APPROPRIATE FOR GREAT PLAIN AVENUE PUMPING STATION / FORCE
SEWER MAIN**

To see if the Town will vote to raise and appropriate a sum of money to repair, reconstruct or replace the force sewer main located under Sportsman Pond and in Rosemary Glen; to be expended under the direction of the Board of Selectmen; to determine how such sum shall be raised; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 38: APPROPRIATE FOR MAPPING SYSTEM FOR INFILTRATION / INFLOW PROJECTS

To see if the Town will vote to raise and appropriate the sum of \$340,000 to develop a mapping system to support an Automated Infiltration/Inflow Management System; to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 39: APPROPRIATE FOR RECYCLING EXPANSION (PHASE 2)

To see if the Town will vote to raise and appropriate the sum of \$112,000 to continue the construction of the recycling expansion at the Recycling and Transfer Station; to be spent under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$112,000 for a period up to 20 years, under G.L.C44, s8 (22); or take any other action relative thereto:

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 40: APPROPRIATE FOR SOLID WASTE TRANSFER BUILDING

To see if the Town will vote to raise and appropriate \$1,070,000 for construction of the expansion of the Solid Waste Transfer Building including the designing and preparing of plans and specifications; to be expended under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$1,070,000 for a period of up to 20 years, under G.L. C44, s8 (22) ; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 41: APPROPRIATE FOR TRANSFER STATION ACCESS ROAD

To see if the Town will vote to raise and appropriate the sum of \$225,000 to re-construct the access road to the Solid Waste Transfer Station; said sum to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 42: APPROPRIATE FOR ELIOT SCHOOL PORTABLE CLASSROOM

To see if the Town will vote to raise and appropriate the sum of \$53,000 to relocate two portable classrooms at the Eliot School; said sum to be expended under the direction of the School Committee; determine how such sum shall be raised; or take any other action relative thereto:

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted

ARTICLE 43: APPROPRIATE FOR FIRE DEPARTMENT JAWS OF LIFE

To see if the Town will vote to raise and appropriate the sum of \$28,000 to replace the Jaws of Life for the Fire Department; to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto:

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Not Be Adopted

ARTICLE 44: APPROPRIATE FOR FIRE DEPARTMENT RADIO UPGRADE

To see if the Town will vote to raise and appropriate the sum of \$45,000 to upgrade the Radio Equipment at the Fire Department; to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto:

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted at \$25,000

ARTICLE 45: APPROPRIATE FOR FIRE DEPARTMENT ALARM CABLING

To see if the Town will vote to raise and appropriate the sum of \$25,000 for replacement of Fire Department Alarm Cabling; to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto:

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Not Be Adopted

ARTICLE 46: APPROPRIATE FOR POLLARD SCHOOL VENTILATION AND AIR CONDITIONING SYSTEM

To see if the Town will vote to raise and appropriate the sum of \$50,000 for the ventilation and air conditioning system in interior classrooms at the Pollard Middle School; to be expended under the direction of the School Committee; determine how such sum shall be raised; or take any other action relative thereto:

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 47: APPROPRIATE FOR SCHOOL SIDEWALK RECONSTRUCTION

To see if the Town will vote to raise and appropriate the sum of \$25,000 to repair, repave or reconstruct certain sidewalks at various locations; said sum to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted

ARTICLE 48: APPROPRIATE FOR ROSEMARY POOL STUDY

To see if the Town will vote to raise and appropriate the sum of \$25,000 to provide an estimate of the life expectancy of the various systems and structure related to the pool; to be expended under the direction of the Park and Recreation Commission; determine how such sum shall be raised; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Not Be Adopted

ARTICLE 49: APPROPRIATE FOR PARK & RECREATION PARK REPAIRS

To see if the Town will vote to raise and appropriate the sum of \$21,000 to provide repair work at Riverside, Avery, Dwight, Claxton and Cricket Fields and install fencing at Walker Gordon and DeFazio Fields; said sum to be expended under the direction of the Park and Recreation Commission; determine how such sum shall be raised; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted

GENERAL BY-LAWS / TOWN CHARTER ARTICLES

ARTICLE 50: AMEND TOWN CHARTER - SECTION 17

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court, in compliance with section eight of Article II of the Amendments to the Constitution as most recently amended by Article LXXXIX of the Amendments to the Constitution, for the enactment of a special law to amend Section 17 of the Town Charter, by deleting said Section 17 in its entirety and replacing it with the following new section; "Section 17: There shall continue to be a school committee for the town consisting of three, five, six, seven, or nine members elected at each annual town election for a term of three years as the town may vote. The school committee shall have the powers, duties, responsibilities and functions vested in school committees by the laws of the Commonwealth, and as delegated to it by the town which are not inconsistent with the laws of the Commonwealth."

This act shall not take affect until it is approved by the Town.

or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 51: AMEND GENERAL BY-LAWS, SECTION 10.2.2.6 D

To see if the Town will vote to amend Section 10.2.2.6 of the General By-laws by deleting paragraph 10.2.2.6 D in its entirety and replacing it with a new paragraph 10.2.2.6 D as follows:

All other Board of Health Regulations

Enforcement Agent:	Any Board of Health Agent
Fine Schedule:	Up to \$300 per offense

or take any other action relative thereto.

INSERTED BY: Board of Health

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

**ARTICLE 52: AMEND GENERAL BY-LAWS; SECTION 4.4.1.
RE: LICENSES ON PREMISES WHEN REAL ESTATE TAXES ARE NOT PAID**

To see if the Town will vote to amend Article 4 of the General By-Laws, Licenses and Permits, Section 4.4.1., Denial, Revocation for Failure to Pay Municipal Taxes, in Paragraph 4.4.1.2. by adding to the end of the second line of the first paragraph as it appears in the General By-Laws, June 1993 Compilation, after the words "tax collector" by deleting the semicolon thereafter and adding the following words "or with respect to any activity, event or other matter which is the subject of such license or permit and which activity, event or matter is carried out or exercised or is to be carried out or exercised on or about real estate whose owner has neglected or refused to pay local taxes, fees, assessments, betterments or any other municipal charges."

And to amend Paragraph 4.4.1.4., by substituting for the term "Chapter 268" as it appears in said paragraph, the term "Chapter 268A".

or take any other action relative thereto.

INSERTED BY Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 53: AMEND GENERAL BY-LAWS, ARTICLE 5

To see if the Town will vote to amend the Town's General By-laws by deleting "ARTICLE 5, GLOVER MEMORIAL HOSPITAL," in its entirety and renumbering all subsequent Articles; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 54: AMEND GENERAL BY-LAWS, SECTION 10.2.2.3 (S)

To see if the Town will vote to amend Section 10.2.2.3 of the Town's General By-laws by deleting Section 10.2.2.3(S) in its entirety and replacing it with a new paragraph 10.2.2.3 (S) as follows:

Snow and Ice on Sidewalks (Sub-Section 3.1.9)

Enforcement Agent: Any DPW Supervisor

Fine Schedule: \$50 per offense

or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 55: AMEND GENERAL BY-LAWS, SECTION 2.7.3

To see if the Town will vote to amend Section 2.7.3 of the Town's General By-laws by adding a new section title as follows:

"2.7.3 Future School Needs Committee"

and by deleting from the first line of the current by-law the phrase, "Section 2.7.3" and replacing it with the phrase, "Section 2.7.3.1".

or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 56: AMEND GENERAL BY-LAWS, SECTION 10.1.2

To see if the Town will vote to amend Section 10.1 of the Town's General By-laws by deleting paragraph 10.1.2 in its entirety and replacing it with a new paragraph 10.1.2 as follows: "Except as may be otherwise provided by law, and as the district court may see fit to impose, for any violation of these General By-laws the minimum penalty for each violation shall be fifty dollars (\$50). The maximum penalty for each violation or offense brought in such manner shall be three hundred dollars (\$300)."

or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 57: ESTABLISH A PUBLIC BUILDINGS DESIGN REVIEW COMMITTEE

To see if the Town will vote to established: A Needham Public Building Design Review Committee shall be formed whose purposes will be as follows:

- a. To establish professional and objective procedures in order to secure the highest quality design services and construction for all public building projects in the Town of Needham;
- b. To protect the best interests of the Town whenever construction or substantial modification for a public building is proposed or implemented.

Its function will be to provide over-all direction for proposed capital outlay programs as they relate to public buildings, determine priority for projects, coordinate any proposal for an addition, renovation, or substantial modification, or new construction to or for a public building; and provide necessary oversight.

A Needham Public Buildings Design Review Committee shall work cooperatively with the Finance Committee, reviewing all public building proposals, and make recommendations to the Finance Committee for scheduling them. The Finance Committee shall make any final recommendations for inclusion in the warrant, or postponement, based upon its determination of the Town's ability to fund.

Membership on the Needham Public Buildings Design Committee shall consist of seven (7) people with primary experience in the area of construction. The following professions shall be represented: Architect, construction administrator, mechanical engineering, electrical engineering, plumbing and heating, commercial general contractor, and accounting. Appointments shall be made for a period of two years; and shall be made by the Moderator (4), the Board of Selectmen (3). In order to provide for staggered terms, the Moderator will make initial appointments for one year, and the Selectmen for two years. Thereafter, appointments will be for a period of two years.

Procedures to be followed:

1. Capital outlay proposals for construction, renovation or other type of modification, or demolition of a public building will be made to the Finance Committee.
2. Such proposals shall then be submitted to the Needham Public Building Design Review Committee to determine that the proposal is needed, adequate, and feasible.
3. Upon recommendation by the Design Review Committee, the Finance Committee shall determine the Town's ability to fund the recommended project; and make a recommendation to the Town Meeting for necessary action.

4. If Town Meeting acts to form a specific building committee for a specified project (with membership as provided by Town By-laws), said committee will operate according to procedures established by the Design Review Committee; and understand that the Design Review Committee retains oversight authority over a specifically designated building committee. It shall also be the policy of the Town that any building committee is responsible to Town Meeting, rather than to a town agency or department or other town body.

Before requesting bids from qualified architects for preparation of conceptual plans, possible site plans, and preliminary specifications, the RFB shall be approved by the Design Review Committee.

The Design Review Committee shall consider project plans, designs, and specifications not only in terms of the details of layout and construction, but also in terms of site and its surrounding area.

Prior to recommending that the project proceed to its detailed phase and the preparation of construction drawings, the Design Review Committee shall determine the acceptance of the project in terms of the consistency and compatibility of such designs and plans with the Town's comprehensive capital outlay plan; and other pertinent planning and analytical studies.

One each of the stages have met approval, site plans, including building floor plans and architectural schematics - leading to a final set of construction drawings, shall be reviewed and approved by the Design Review Committee.

Approval of construction bids shall be made by the Design Review Committee. Once bids are awarded, no change order may be made without approval of the Design Review Committee - according to procedures established by it.

The Design Review Committee shall maintain all records of construction of public buildings within its files.

The Design Review Committee shall have such assistance as is reasonably necessary for the exercise of its responsibilities provided by the Department of Public Works.

Procedures to be followed re: budget development and recommendations for action to the Town Meeting shall be developed by the Finance Committee.

or take any other action relative thereto.

INSERTED BY: Citizens' Petition

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

TOWN MEETING COMMITTEES

ARTICLE 58: ESTABLISH TOWN BUILDING STUDY COMMITTEE

To see if the Town will vote to create a Town Building Study Committee consisting of five members: two appointed by the Board of Selectmen, one of which shall be a member of a former or existing building committee; one appointed by the School Committee; one appointed by the Park and Recreation Commission; and one appointed by the Trustees of the Needham Public Library. Said Study Committee shall examine whether the Town should create a permanent building committee to oversee the

design, bidding, construction, renovation or repair of all Town buildings and structures. Said Study Committee shall report back to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: School Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 59: ESTABLISH A STUDY COMMITTEE ON SCHOOL FINANCING

To see if whether the Town will vote to establish a committee to make a study and investigation of the constitutional issues arising from the present use by the Commonwealth of the property tax to fund the operating costs of the public schools within the Town, and state mandates to the School Committee and Department, including, but not limited to, the following: (a) The imposition of said tax at rates which vary from one municipality to another rather than at a uniform rate statewide, to support a public school system which the Supreme Judicial Court has declared to be a state function and responsibility and not a municipal one (See McDuffy vs. Secretary, 415 Mass. 545, 1993); (b) the continued use of said property tax to fund state mandates to the public schools in ways which impair the capacity of school committees to assure to every pupil the "adequate education" required by the State constitution; (c) any resulting denial to the school children and property owners of the Town of the equal protection of the laws; and (d) the role, if any, which these uses of the property tax to fund the public schools impair the capacity of persons of moderate and low income to retain, acquire or rent housing within the Town, thereby "Scarsdalising" housing patterns in the Metropolitan Area; direct said study committee to report its findings and recommendation as to legal or other action by the Town to the Town at the 1996 Annual Town Meeting or sooner; provide an appropriation to said study committee.

or take any other action relative thereto.

INSERTED BY: Citizens' Petition

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 60: CONTINUE COMMUNITY CENTER STUDY COMMITTEE

To see if the Town will continue the Community Center Study Committee established by vote of the 1994 Annual Town Meeting under Article 59, to direct and authorize said committee to study the options for providing a community facility that may meet the current and future needs for youth, recreation, cultural and senior programs; said Committee shall report back to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: Community Center Study Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 61: CONTINUE PARKING FACILITIES STUDY COMMITTEE

To see if the Town will vote to continue the Parking Facilities Study Committee initially established by vote of the Town under Article 4 of the Special Town Meeting in May 1986 and amended under Article 61 of the 1994 Annual Town Meeting; direct and authorize said Committee to study the parking needs and problems of the community; and report its recommendations to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: Parking Facilities Study Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 62: CONTINUE SCHOOL SAFETY STUDY COMMITTEE

To see if the Town will vote to continue the School Safety Study Committee, established by vote of the 1991 Special Town Meeting under Article 10; direct and authorize said Committee to continue the study and evaluation of safe walking routes for Needham School children, to develop and recommend minimum and uniform safety criteria regarding school walking routes, to address the issue of age appropriate walking routes and distances and to generally examine the issue of safe student access to and from their schools; said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: School Safety Study Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 63: CONTINUE SCHOOL DEPARTMENT FACILITIES BUILDING COMMITTEE

To see if the Town will vote to continue the School Department Facilities Building Committee, as originally established by vote under Article 37 of the 1991 Annual Town Meeting; to study and develop plans for the construction, reconstruction, alteration, enlargement, renovation or expansion of the facilities under the jurisdiction of the School Department and to serve as the core of any Committee later established to oversee the development and implementation of plans for work on a particular facility; said committee members to be appointed by the School Committee and said members shall include but not be limited to the Superintendent or his designee, one or more representatives of the School Committee and all those persons required by section 2.7.2.1 of the General By-laws of the Town of Needham; direct and authorize said Committee to report its findings and recommendations at the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: School Department Facilities Building Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 64: CONTINUE SOLID WASTE DISPOSAL/RECYCLING ADVISORY COMMITTEE

To see if the Town will vote to continue the Solid Waste Disposal/Recycling Advisory Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and amended under Article 40 of the 1993 Annual Town Meeting; direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste; said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: Solid Waste Disposal/Recycling Advisory Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 65: OMNIBUS ARTICLE

To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

And you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in said Town at least 7 days before said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon unto our Town Clerk on or after said day and hour.

Given under our hands at Needham aforesaid this 14th day of March, 1995.

H. Phillip Garrity, Jr., Chairman
Sally B. Davis., Vice Chairman
Paul Theodore Owens
David F. Eldridge, Jr.
John D. Marr, Jr.

Selectmen of Needham

a true copy

Attest:
Constable

FY1996-2000 CAPITAL IMPROVEMENT PLAN

Dear Finance Committee and Town Meeting Members:

We are pleased to submit the proposed FY1996-2000 Capital Improvement Plan (CIP) as required under the Town's General By-Law, Article II Section 2.3.

This CIP is the proposed schedule for the expenditure of funds to build, replace, and maintain the public facilities used by the citizens of Needham. The Capital Budget is the first year of the CIP and will be reflected in separate Town Meeting Warrant Articles. Sections I, II, and III below include those projects being proposed for the May 1995 Annual Town Meeting. Information regarding deferred and future Capital projects is found in Sections IV and V of this document. While we have proposed a funding plan for each project, there are a number of other funding alternatives available and the Selectmen look forward to discussing other financing approaches with the Finance Committee prior to Town Meeting.

The Capital Budget Articles are distinct from the Town's Operating Budget. The Operating Budget authorizes the expenditure, on a one-year basis, of funds for salaries, fringe benefits, the purchase of services, supplies and equipment. It also includes the principle and interest on bonds issued to support previously approved capital projects. Since effective management of Town services depends on the timely combination of manpower, supplies and facilities, the Town's Capital Improvement Plan should be given the same attention and scrutiny that is given to the Operating Budget.

Projects recommended for funding in FY96 are being proposed because they meet one or more of the following criteria:

1. The project is required to meet handicapped accessibility standards required by State and/or Federal law;
2. The project is necessary to protect the health and safety of our residents or employees;
3. The project is necessary to prevent the physical deterioration to our community facilities.

It is important to understand, however, that the planning process for the Capital Improvement Plan will be an ongoing, highly dynamic one in which future priorities may change as the needs of the Town and its financial condition changes.

This Capital Improvement Plan represents our analysis of the Town's capital requirements at this time. Obviously, the difficult choice will be the funding of these capital projects. While many future capital needs have been identified for the FY1996-2000 period, it is ultimately up to Town Meeting, with the recommendation of the Finance Committee, to evaluate all projects and the funding options. We believe it is useful, however, to bring to the Finance Committee and Town Meeting's attention our recommendations for maintaining the Town's capital assets.

BOARD OF SELECTMEN

EXECUTIVE SUMMARY

The following is a summary of the FY1996-2000 Capital Improvement Plan. Projects shown in Sections I, II, and III are the recommendations to the Finance Committee and Town Meeting for consideration at the **May 1995 Annual Town Meeting**.

I. FY 96 RECOMMENDED PROJECTS-FUNDING FROM BONDING/GENERAL FUND REVENUES

It is recommended that the following capital projects be funded through bonding, with repayment financed from existing general fund revenues. Total general fund revenues in FY96 (excluding fee supported increases) are expected to increase by \$1,512,000. Funding for these six projects, in addition to previously approved projects, will increase tax supported debt service in FY96 by \$56,000 over FY95 levels. While the Board of Selectmen believes there is sufficient financial capacity to fund these projects during the FY1996-2000 period, the Town's ability to fund additional debt service is largely dependent on revenue growth and other increases in the operating budget.

ARTICLE 30 - NEWMAN SCHOOL RENOVATIONS-PHASE 2 (\$687,536): This phase of the Newman renovation includes completing the replacement to the heating and ventilation system and initial work to bring the building into compliance with the Americans with Disabilities Act. If this project is funded by Town Meeting, the Mitchell School ADA compliance project (Article 31) can be withdrawn. It is anticipated that the remaining phases of the Newman Renovation project will be funded pending a Proposition 2 1/2 debt exclusion requested in either the Fall of 1995 or Spring of 1996.

ARTICLE 31 - MITCHELL SCHOOL ADA COMPLIANCE (\$105,000): If the Newman renovation project does not go forward, the School Department will have to make \$105,000 in alterations to the Mitchell school to comply with the ADA requirement that at least one elementary school be handicapped accessible. If the Newman renovation project is funded, the Mitchell project will not be necessary and can be deleted.

ARTICLE 32 - NEWMAN SCHOOL GROUNDS (\$128,000): The Building and Grounds Committee has proposed, and Town Meeting has endorsed, the concept of the DPW - Parks Division gradually taking responsibility for the maintenance of School Department grounds. The Newman School is the first property proposed in this plan. Costs include the renovation of all 60 foot diamonds and the tennis courts, including fence; drainage and irrigation for lower fields and renovation of six acres of lawn; and the purchase of a Turf Cat type mower. The DPW's FY96 proposed operating budget includes funding for one additional staff to maintain these additional grounds.

ARTICLE 33 - DPW SIDEWALK TRACTOR: (\$56,000) The Town's sidewalk plowing equipment does not allow the DPW to meet either the School Department's or parents expectations in regards to clearing snow from the Town's 52 miles of designated school walking routes. The existing snow removal equipment is "hybrid" in that it serves as lawn cutting equipment and snow removal equipment. This request is to purchase a track-type sidewalk snow plow dedicated only for sidewalk snow removal. The DPW has requested two sidewalk tractors for FY96. One has been recommended, both for financial reasons and so the Town can evaluate first-hand its effectiveness.

ARTICLE 34 - HILLSIDE SCHOOL PARKING AREA (\$100,000): During the design of the West Street reconstruction project, it became apparent that the current overflow for student pick-up parking on West Street is a safety hazard, both for pedestrians, parents and motorists. Representatives from the School Department, PTC, Police, Selectmen and DPW developed a plan to redesign the Hillside School parking area to allow it to be used as a student pick-up area, greatly reducing the demand on Hillside Avenue for this purpose.

ARTICLE 36 - DPW EQUIPMENT REPLACEMENT (\$370,293): This equipment is part of the on-going equipment replacement program in the DPW and includes five dump trucks and a tractor. Because all of this equipment meets the guidelines established for a capital project (i.e., cost exceeds \$25,000, useful life of 5 or more years) this request is being shown in the capital budget instead of the operating budget.

II. FY96 RECOMMENDED PROJECTS - FUNDING FROM BONDING/DEDICATED REVENUE SOURCES

It is recommended that the following capital projects be funded through bonding, with repayment from dedicated revenue sources (fees and charges) rather than general tax revenues.

ARTICLE 35 - WATER SYSTEM REHABILITATION (\$250,000): This represents the Town's ongoing program to replace and maintain its water distribution system. While \$500,000 for water system rehabilitation was requested by the DPW for each of the next five years, only \$250,000 in funding for FY96 is being recommended at this time. This project could increase water rates by \$.02 per year.

ARTICLE 37 - GREAT PLAIN AVENUE PUMP STATION/FORCE SEWER MAIN (SPORTSMEN'S POND): A Town sewer main, which runs under the privately owned Sportsmen's pond, has leaked on at least three known occasions in recent years. When this occurs the DPW must drain the pond treating the polluted water, repair the main, and refill and restock the pond. The DPW is having an engineering consultant develop various options and cost estimates for solving this problem. When this information is available, a request for funding will be forwarded to the Finance Committee.

ARTICLE 38 - MAPPING SYSTEM FOR INFILTRATION/INFLOW PROJECTS (\$340,000): This is the first phase of a long term project to consolidate several engineering mapping and record keeping functions within the DPW Engineering Division into a single computerized mapping system. While the first phases of this project is meant to give the DPW engineering capabilities for sewer system rehabilitation projects, the computer "platform" being proposed can be used by other Town departments which need geodata information. Funding for this phase of the project will come primarily from the Sewer Assessment Reserve Fund. This fund was set up many years ago to partially finance future sewer rehabilitation projects, with receipts coming from assessments paid by developers proposing to connect to the Town sewer system. This fund, which currently has a balance of \$50,000, is expect to receive \$157,000 in additional funding from out of town developers who are required to contribute to I/I projects within the MWRA district prior to receiving approval for their projects. The remaining funding will come from the debt financed through sewer rates.

[The following three projects are related to the Solid Waste Transfer Station and Recycling Area. Prior to making a recommendation on these projects, the Board of Selectmen has requested that the Solid Waste and Recycling Advisory Committee prepare a study to evaluate the continued operation of a Transfer/Recycling Station versus offering curbside pick-up and recycling. The preliminary results of this study should be known by April 1995.]

ARTICLE 39 - RECYCLING EXPANSION-PHASE 2 (\$112,000): This is the second and final phase of a \$430,000 project to expand the Landfill recycling area. The first phase, funded at \$318,000 last year, was for repaving, new drainage, new curbing and the purchase of blocks and fencing at the transfer station/recycling area. This second phase is for the purchase of compaction containers, electrical improvements to operate the new compactors and sorting equipment. While there is a cost to the Town and its residents for recycling, it is significantly less than the approximately \$70 per ton to dispose of our waste at the Millbury facility. The recommended funding is through the issuance of general fund debt, funded by a \$3-4 increase in the landfill sticker fee.

ARTICLE 40 - SOLID WASTE TRANSFER BUILDING (\$1,070,000): This request if for the engineering, construction, and equipment to expand the capacity of the current transfer station facility. The current capacity of the Transfer Station is

insufficient to handle the anticipated tonnage when the Landfill closes in 1998. In addition, the compacting knuckle boom crane is five years old and subject to frequent breakdowns. When this occurs, the Town is unable to ship its rubbish to the Millbury resource recovery facility. Needham must ship 8500 tons of solid waste to Millbury per year to comply with its contract. If we do not ship this amount, the Town is still liable to pay an amount equal to the cost for this tonnage. This proposal, therefore, is to expand the existing Transfer building which would allow for the compaction of rubbish before it is placed in the transfer trailer. This will overcome the capacity limitations and wear-and-tear of the current knuckle boom crane. The recommended funding is with general fund debt, funded by a \$3 increase in the landfill sticker fee in FY96, increasing to \$22 in FY97.

ARTICLE 41 - RECYCLING/TRANSFER STATION ACCESS ROAD (\$225,000): During the development and design of the Recycling Expansion Project, certain security and safety shortcoming became apparent with the existing road layout of this area. This project involves constructing additional lanes for direct access to the Transfer station, Landfill, and yard waste areas. A weigh scale would be installed and the exit would be moved north of its current location. Corresponding adjustments may be required opposite to the exit at Claxton Field. The recommended funding is with general fund debt, funded by a \$1 increase in the landfill sticker fee in FY96, increasing to \$7.50 in FY97.

III. FY96 RECOMMENDED PROJECTS - FUNDING FROM AVAILABLE REVENUES OR RESERVES

It is recommended that each of the following projects be funded from available operating revenues or the Stabilization Fund. These projects total \$372,000.

ARTICLE 42 - ELIOT SCHOOL PORTABLE CLASSROOMS (\$53,000): The portable classrooms at the Pollard School are to be relocated to the Eliot School to alleviate crowded conditions at that school. Costs for this project cover the preparation of a foundation, plumbing and electrical connections, and the physical moving of the portable classrooms.

ARTICLE 43 - FIRE DEPARTMENT-JAWS OF LIFE (\$28,000): The current Jaws of Life is over 20 years old and prone to breakdown and high maintenance costs. The new equipment is expected to last 10-15 years.

ARTICLE 44 - FIRE DEPARTMENT-RADIO UPGRADE (\$45,000): This equipment was deferred in the FY95 capital plan. Costs are for the replacement of 15 portable radios (8 years old) with chargers and the addition of a radio dispatch console with 10 channel capability. This dispatch console will allow the Fire Department to communicate with the Police, DPW, and Civil Defense via radio.

ARTICLE 45 - FIRE DEPARTMENT-ALARM CABLING (\$25,000): This project is to replace the current cable from the main Fire Station to Fire Station 2. The current cable is over 18 years old and no longer capable of handling regular and computer communications between the two stations (2 audio circuits for dispatching).

ARTICLE 46 - POLLARD SCHOOL VENTILATION AND AIR CONDITIONING (\$50,000): This project is to upgrade the ventilation and air conditioning in interior classrooms. This work was partially deleted from the original Pollard renovation plans for financial reasons. The rooms, however, cannot currently be used without improved ventilation.

ARTICLE 47 - DPW SCHOOL SIDEWALK RECONSTRUCTION (\$25,000): For many years, funds for sidewalk maintenance had been almost completely eliminated due to budget constraints. With the School redistricting and re-opening of the Newman School there is a great need for sidewalk reconstruction along designated walking routes. The School Safety Advisory Committee has reviewed priority routes. All sidewalk reconstruction must also comply with the ADA (i.e., curb-cuts and sloped ramps). Funding from general operating revenues (the funding approach used last year) is being recommended. The DPW had requested \$50,000 in funding for FY96. Only \$25,000 is being recommended due to financial constraints.

ARTICLE 48 - ROSEMARY POOL STUDY (\$25,000): This project was previously planned for FY99 but has been advanced in order to coincide with the needs assessment being prepared by the Community Center Study Committee which is evaluating

the need for a swim facility as part of a community building. The Rosemany Pool study will provide an estimate of the life expectancy of the various systems and structures related to the pool, and provide recommendations to extend the life of the facility.

ARTICLE 49 - PARK AND RECREATION PARK REPAIRS (\$21,000): The Park and Recreation Department has requested \$55,000 in FY96 for a variety of repairs to their facilities at Riverside, Avery, Dwight, Claxton, and Cricket fields. \$21,000 is being recommended for the backstop and fence at Walker field, painting and carpentry at Cricket field, and fencing at DeFazio Field. It is recommended that the balance of the projects be deferred until FY97-98.

IV. FUTURE PROJECTS - FUNDING THROUGH A DEBT EXCLUSION VOTE

Funding for the following projects is not being requested in FY96, but is being shown here for planning purposes. It is recommended that voters be given the option of funding these projects through a Debt Exclusion to Proposition 2 1/2.

NEWMAN RENOVATIONS - PHASES 3-5B (\$1,469,232 - 6,375,172): It is anticipated that the final phases of the Newman renovation project will be funded with a Proposition 2 1/2 debt exclusion in either the Fall 1995 or Spring 1996. As a result of decreasing debt service for the High School and Pollard projects and \$514,000 per year in State reimbursements for the High School project, the Town could finance the Newman School project through a debt exclusion beginning in FY97 with no significant increase in the total debt exclusion portion of the tax levy.

LANDFILL CLOSURE (\$5,900,000): As a result of a change in State law and a preliminary Consent Agreement with the DEP, it appears that the Town will have to close the Landfill in January 1998. Since the Landfill will be closed at this future date, it is included in this Section for planning purposes only. Regardless of the Landfill closing date, closing costs could increase significantly if the DEP determines that the Landfill poses a threat to wetlands in the area. Funding a \$5,900,000 Landfill closing through a Debt Exclusion to Proposition 2 1/2 will add approximately \$60 to the average residential tax bill. As an alternative, funding could be within the tax levy if the Landfill sticker fee was increased by \$75-90.

V. DEFERRED AND FUTURE PROJECTS - PRIORITY FOR FUTURE YEAR FUNDING

The following projects are being deferred, but should be considered as priority projects in future years. In general, each of the projects shown below are necessary in order to provide for the health or safety of residents or in order to maintain existing Town facilities.

FY96 Deferred (Projects Planned for FY96, but Deferred for Financial Reasons)

Design Study: Town Hall (\$30,000)
 Bleachers-Memorial Park (\$96,200) deferred since FY94
 DPW: School Sidewalk Reconstruction (\$25,000)
 DPW: Traffic Signal Replacement (\$40,000)
 Resurface Memorial Park Parking Lot - deferred since FY94 (\$20,000)
 DPW: Sidewalk Tractor (\$56,000)
 DeFazio Field: Access Road (\$100,000)

Subtotal: \$367,200

FY97 Planned

High School ADA Alterations (\$310,000)

DPW: ADA Required Alterations and Safety Code Improvements (\$1,500,000)
Mitchell School Electrical (\$60,000)
School Bldgs. Feasibility Study (\$75,000)
DPW: Kendrick St. Sewer Generator (\$60,000)
Fire: Replace Command Vehicle (\$30,000)
Traffic Signal Replacement (\$40,000)
Storm Drainage Master Plan (\$100,000)
DPW Equipment Replacement (\$657,937)
DPW Sidewalk Tractors (\$110,000)
DPW GIS Computer System-Phase 2 (\$102,500)
Phone System Study (\$10,000)
Park and Recreation Facility Repairs (\$10,500)
DeFazio Field: Parking Lot (\$175,000)
Pollard Grounds/Greens Field Renovations (\$87,000)
DPW Vehicle/Equipment Wash (\$unknown)
Municipal Parking Lot Improvements (\$75,000)

Subtotal: \$ 3,402,937

FY98 Planned

Eliot School Architectural (445,959)
High School Parking Lot (\$175,000)
Traffic Signal Replacement (\$40,000)
DPW Equipment Replacement (\$471,502)
Phone System (\$100,000)
Rosemary Pool Painting (\$15,000)
DPW: GIS Computer System-Phase 3 (\$105,500)
Park and Recreation Facility Repairs (\$23,500)
Fire: Replace Engine 6 (\$280,000)
Fire Dept. Command Vehicle C-1 (\$25,000)
Hillside/Eliot Grounds Renovations (\$47,000)
Municipal Parking Lot Improvements (\$75,000)

Subtotal: \$ 1,803,461

FY99 Planned Projects

Eliot School Construction (\$6,429,041)
Traffic Signal Replacement (\$40,000)
DPW Equipment Replacement (\$215,120)
DPW GIS Computer System-Phase 4 (\$108,600)
Rosemary Pool Painting (\$15,000)
Fire: Replace Engine 5 (\$300,000)
Broadmeadow/High Rock Grounds Renovations (\$121,000)
Municipal Parking Lot Improvements (\$30,000)

Subtotal: \$ 7,258,761

FY2000 Planned Projects

Broadmeadow School Architect (\$585,910)
High School Ventilators (\$130,000)
Mitchell School Tile Replacement (\$190,000)
Traffic Signal Replacement (\$40,000)
DPW Equipment Replacement (\$152,617)
Fire: Repaint Stations (\$25,000)
Fire: Replace Rescue 2 (\$100,000)
Mitchell/High Rock Grounds Renovation (\$90,000)

Subtotal: \$1,313,527

VI. REQUESTED PROJECTS: NO RECOMMENDATION FOR FUNDING

At this time there is not sufficient justification or available funding to recommend the following projects:

Lights-DeFazio Field (\$118,000)
Community Center Facility (\$unknown)

Construct Basketball Cts. at DeFazio (\$28,000)
Sewer Construction-By Petition (\$2,250,000)

REPORT OF THE PLANNING BOARD

In accordance with Article 84 of the Annual Town Meeting of 1963, the Planning Board submits the following brief report regarding its zoning amendment articles in the 1995 Annual Town Meeting Warrant. In accordance with its usual custom, the Board will also make a more complete report available to all Members who attend Town Meeting in May.

RE: Article 4: Amend Zoning By-law - Section 1

This article would allow an existing nonconforming one-family or two-family dwelling, which is nonconforming with respect to a minimum yard setback, to be enlarged or extended by right, where the alteration will comply with all current setback, yard, building coverage, and building height requirements.

RE: Article 5: Amend Zoning By-law - Build Factor

This article would apply a mathematical formula, or Build Factor, to lots recorded or endorsed after February 16, 1995 that are located in a Rural Residence-Conservation District. The purpose is to limit the degree to which a lot may have an irregular shape. A similar requirement is presently in place on lots located in Single Residence A and B Districts, General Residence Districts, and Institutional Districts.

RE: Article 6: Amend Zoning By-law - Technical Changes in Residential Compound Section

This article would require the submittal of a Definitive Subdivision Plan for all tracts of land which are being developed under the provisions of Residential Compound Development. Residential Compound Development is a means of preserving open space and sensitive environmental features by promoting creative and innovative site design.

RE: Article 7: Amend Zoning By-law - Special Conditions

This article would provide for a minimum building setback line of thirty feet along the northerly side of Kendrick Street from Hunting Road to Route 128 and for a minimum building setback line of twenty feet along the northerly side of Kendrick Street from Route 128 to the land now owned by the City of Newton. Currently, the minimum building setback line along the northerly side of Kendrick Street from Hunting Road to the land now owned by the City of Newton is fifty feet.

RE: Article 8: Amend Zoning By-law - Reference Correction

This "house-keeping" article is self-explanatory and would correct a cross-reference in the Zoning By-law.

RE: Article 9: Amend Zoning By-law - Accessory Uses

This article is submitted upon the advice of the Board of Appeals to allow for additional garage space(s) on residential property located in the Single Residence A, Single Residence B, General Residence, Institutional, Industrial Park, and Industrial Districts. The additional garage space(s) would require the issuance of a special permit from the Board of Appeals and would be accessory to a permitted residential use.

REPORT OF THE PUBLIC WORKS DEPARTMENT

The Operating Budget of the Public Works Department proposed for Fiscal Year 1996 is 3.82 million dollars with 2.02 million earmarked for salaries, 1.31 million for Purchase of Service, and 0.33 million for expenses. As in prior years, a considerable amount of money found in the Public Works Budget is actually expended for the benefit of other Town agencies. In an effort to assist Town Meeting Members to understand a most complex budget, the following information is provided. Of the \$332,086. requested for the Engineering Division, \$73,892. is for service to the Assessor's Department, the Planning Board, and for other Town agencies. Of the \$619,073. requested in the Park Division, \$211,523. is to service the needs of the Park and Recreation Commission, \$28,284. for the Conservation Commission at Ridge Hill, and \$74,143. for Memorial Park.

The Public Works Budget contains the same basic services from year to year, the cost of which generally follows the rate of inflation. The budget is, however, being presented for the first time without the Water Division and the Sewer Division enterprise related elements. These are being presented as separate and independent Enterprise Fund budgets.

The solid waste costs are primarily tax supported, and the operating increases must be absorbed by the Public Works Budget. A significant effort has been made to control the spiraling waste disposal costs by expanding the Town's participation in recycling to reduce the waste stream that ultimately is shipped to Wheelabrator in Millbury, Massachusetts. The passage of the Mandatory Recycling Article at the 1990 Town Meeting was the first step in making those non-recycling residents aware of the magnitude of the solid waste problem. Since that mandate which addressed mainly papers and glass, the composting of leaves and yardwaste, tin cans, aluminum, milk cartons, juice boxes, plastic, magazines, telephone books, corrugated cardboard, metal, tires and appliances has been added and the result has been a significant increase in the recycling volume. To further enhance and increase participation, the Board of Selectmen have signed a long-term contract to deliver recyclables to a processing facility in Charlestown, Mass. Nearly 2,500 tons of recyclables and over 5,200 tons of yard waste were processed during FY 1994.

The Public Works Department, with assistance from the Solid Waste Disposal and Recycling Advisory Committee, has established the Guaranteed Annual Tonnage to be committed to Wheelabrator for the 14 year balance of the 20 year contract. This tonnage was set at 8,500, effective July 1, 1991.

The Disposal Sticker Program was established by vote of the 1991 Town Meeting and implemented on December 1, 1991. Revenues totaling more than \$230,000. were collected in Fiscal Year 1994 through the issuance of 11,650 stickers.

Following is an explanation of Public Works Articles as they appear in the Warrant for this Town Meeting:

RE: Article 3: Street Acceptance - Non Betterment

The streets listed in the Article were constructed under the Subdivision Control Law and have been approved for acceptance by the Planning Board and the Public Works Department. A public hearing will have been held by the Selectmen prior to the Annual Town Meeting.

RE: Article 25: Continue Revolving Fund - Yard Waste Processing

Through the efforts of the Highway Division Superintendent, the DPW was granted a \$180,000. wood waste grinding machine. This machine, based in Needham, will service Needham and several other communities. It will be operated via sub-contract by a private vendor. This reduces the cost of processing wood and certain yard wastes to only operations expense and maintenance costs versus a contract service cost. The fund serves as the operating fund to conduct this work in Needham and throughout the various communities. The communities pay into the fund proportionally to the work accomplished.

RE: Article 29: Authorization to Expended State Funds

Continuing changes in what was formerly known as the Chapter 90 Program require an affirmative vote on this Article to ensure the receipt of funds from the Commonwealth. The Article merely authorizes the Board of Selectmen to contract with the State for maintenance projects on eligible Town roads. Funds borrowed by the Town and reimbursed by the State will be dedicated to preparing engineering designs for the reconstruction, the reconstruction itself and the resurfacing of existing pavements on Public Ways, or to address traffic improvements.

RE: Article 33: Newman School Grounds Reconstruction

The Building and Grounds Committee, established by the 1991 Annual Town Meeting, have completed their investigation and have offered a proposal for dealing with the school grounds. This proposal involves addressing the deficiencies at the various sites over a period of five years. The variety of work includes the restoration of certain field areas to full reconstruction of specific athletic playing fields. It also includes any drainage or irrigation required, as well as the repair and/or replacement of fences, backstops and benches. Certain locations also involve the restoration of tennis courts. The specific work at the Newman School include the renovation of three 60' diamonds, four tennis courts and six acres of lawn and field. Drainage and irrigation will be installed as required on the lower fields. A Turf Cat type riding mower will also be purchased to assist in the field maintenance.

RE: Article 34: DPW Sidewalk Tractor

The experience of each of the past two heavy snowfall years has served to demonstrate the inadequacy of the sidewalk plowing equipment. A total of 52 miles of the Town's nearly 160 miles of sidewalk have been designated as school walking routes. The DPW is required to have these designated sidewalks passable, along with the roadways, following every significant snowfall. The equipment utilized in years past were track-mounted "Bombadier" type tractors, however, their use was restricted to only the winter activities. During the early 1980's these pieces of equipment were replaced on schedule by wheel-mounted multi-purpose tractors. These tractors were used year round utilizing various attachments such as mowers and sweepers. In addition to this, the number of pieces of equipment was reduced from 5 active units and 1 spare unit to 4 active units and no spare units. The number of routes were reduced from 5 to 4, increasing the workload on each route by an average of 25 percent. Between the years of 1979 and 1992, snowfall averaged 29.51 inches per year with 10 of the 14 years below the annual 50 inches snowfall average. This proved to be an insufficient test of these wheel-mounted equipment. The combination of the larger routes and significantly greater snowfall produced less than desirable results far below the residents, the School Department and the walkers' expectations.

This has led the DPW to recommend a different approach. The DPW is ultimately requesting 4 additional pieces of track-mounted equipment to supplement the existing 4 pieces of wheel-mounted equipment and 2 additional snow blower attachments for the wheel-mounted units. This equipment will work in tandem with the track-mounted units breaking through the routes and the wheel-mounted units with the blower attachments will follow along and clean which will leave the sidewalks passable.

Re: Article 35: Hillside School Parking Area

During the preparation for the design of the West Street reconstruction project and during the public meeting, it became apparent that the drop-off/pick-up parking areas for students on the Hillside School site and along the surrounding streets was insufficient. The overflow carried onto West Street. The motorist and pedestrian safety features incorporated into the West Street design now restrict the ability to park on West Street. Following this meeting, representatives from the School Department, the Hillside School Staff, the Hillside School PTC, the School Safety Committee, the Board of Selectmen, the Police Department and the DPW worked to develop a plan to expand and re-work the Hillside School parking area to allow for additional on-site parking for staff, provide a dedicated drop-off/pick-up zone for non-bussing students, and to provide a school bus drop-off/pick-up zone

isolated from these other uses. This does not, however, relieve the entire problem. This solution is intended to relieve the parking problem on West Street only. There is no solution that will resolve the parking and drop-off/pick-up issues entirely on the school site without sacrificing a significant area now dedicated to other school related uses.

RE: Article 36: Water System Rehabilitation

The Department is continuing the program of improving and modernizing the Town's water system. Numerous locations throughout Town have been identified, either by age, by water pressure or quality problems, or frequent main breaks, as needing relining or replacement. The recent enactment of the Federal and State Safe Drinking Water Act (SDWA) regulations have caused the DPW to seek out and identify those portions of the system where the portion of the service connections to homes and businesses within the public way may contain lead components. These will most likely be required to be eliminated. The Water Division is coordinating with other DPW Divisions to undertake this and other work necessary below ground prior to any roadway pavement improvements.

RE: Article 37: DPW Equipment Replacement

This is the second year that the DPW Equipment Replacement Program has been isolated from the DPW Operating Budget. Nearly 30 years ago the DPW developed an equipment maintenance management program which includes the replacement of all equipment on a pre-determined schedule, based upon age. The FY 1996 program proposes to replace 4 full size dump trucks, 2 of which were deferred from the FY 1995 request; 1 small dump truck and 1 sidewalk tractor. It should be noted that 2 full size dump trucks scheduled for replacement in FY 1996 have been deferred.

RE: Article 38: Great Plain Avenue Pump Station Force Sewer Main / Sportsmans Pond

The force main discharge pipe conveying wastewater from the Great Plain Avenue Sewer Pump Station, constructed in the early 1950's, exits underground from the rear of the pump station, carries under Sportsmans Pond and runs below grades up through the gorge known as "Rosemary Glen". It continues under Perry Drive and under Oak Street until it reaches its discharge point across Chestnut Street. Since 1988 the DPW has had to undertake several repairs upon the sewer pipe as a result of leaks occurring either under the Pond or in the area of the Gorge. The repair procedure for leaks within the Pond is both involved and very expensive requiring the Pond to be drained in order to gain access to the pipe. The resulting leakage has caused the Pond to become polluted requiring continual sampling and testing and periodic treatments to the Pond. The DPW has engaged an Engineering Consultant to undertake a feasibility study and cost analysis for repairs, rehabilitation and relocation alternatives to determine the most appropriate solution to the problem. Several of the alternatives involve relocating or replacing the pipe, following a variety of routes primarily involving construction within Great Plain Avenue. In this regard, the timing of this project is crucial. The DPW has also selected, as of early February 1995, a Consulting Engineer to undertake the design of the Great Plain Avenue Reconstruction. This design is funded through a grant from the State legislature and the construction will be funded by 80 percent by the Federal Government and 20 percent by the State. In order to become eligible for the Federal Fiscal Year 1996, which begins in October 1995 (construction during calendar year 1996), the design must be completed and approved by the State in the Fall of 1995. Therefore, the design and any construction within Great Plain Avenue must be completed by Spring 1996. Any delays will jeopardize the funding of the street construction project in FY 1996. It is uncertain what the street construction project status will be if removed from the program. Therefore, the force sewer main design and installation timing is critical.

RE: Article 39: Mapping System for Infiltration / Inflow Projects

This is the initial stage of what had been previously identified as the next major component of the Town-wide computer system known as the Geographic Information System or GIS. The mapping system is intended to consolidate several record keeping and drafting functions within the DPW Engineering Division into a single computerized mapping system. This uniform map can be updated on an on-going basis thereby updating all map sets, such as assessors, sewer, water, drainage, roads, etc. at one time

instead of each one separately. This system is initially being developed as a long term solution to coordinating the survey, design, construction and post-construction record keeping for the sewer system I/I reduction program. It will ultimately be expanded by the inclusion of other record systems to serve as the central working records and mapping repository to serve all Town departments. This system is proposed to be developed over a five year period initiating with the FY 1996 funding request of \$340,000. The projected cost of the full system to serve the I/I Management Program is \$768,600. This first phase will digitize into the computer the pictorial information resulting from aerial mapping which has been interlocked with ground field survey to provide spatial accuracy. It will begin with the entry of the basic features of the entire Town such as major roadways, railroads and physical features such as the Charles River. A section of the Town will be selected as a pilot area to enter more specific data such as street layouts, individual property boundaries and detailed utility locations shown on the various record drawings. The remaining sections of the Town will be developed over the following four years. Upon completion of this major undertaking, individual departments can input any particular data or systems of specific importance for their purpose.

RE: Article 40: Recycling Expansion - Phase 2

The 1990 Town Meeting adopted a Mandatory Recycling Article. This was in preparation for the anticipated Massachusetts Solid Waste Master Plan which was targeting a significant portion of the waste stream to be recycled. It was also in anticipation of setting our Guaranteed Annual Tonnage (GAT) to be delivered to Millbury for the balance of the 20 year contract. Since that time the DPW has worked to expand the participation using various methods. Unfortunately these efforts have been stymied by the lack of space and flexibility within the existing Recycling Area. The Highway Superintendent working with the Consultant has developed a solution to achieve greater flexibility to adjust to market trends and disposal options. The Town has recently contracted with a regional facility in Charlestown. The basic recyclables are now collected in a commingled fashion requiring less separation and quicker disposal. This new concept involves a new traffic flow pattern offering greater ease of access to and an expansion of the various items to recycle. The access road and related issues have been further examined and a design allowing direct access to individual drop-off areas, such as the yard waste and composting area has been developed. This will be presented in a separate Article. In order to achieve our recycling goals, these changes need to take place. We have maximized the capacity of the current facility. During FY 1994, Town Meeting appropriated money to undertake the site work necessary to allow for greater participation. The FY 1995 request was deferred pending initiation of the first phase. This work is still on hold due to regulatory delays and a recent decision to study curbside recycling options.

RE: Article 41: Solid Waste Transfer Building

In order to continue the reliable disposal of the Town's solid waste, a reliable method is needed for handling the continuous solid waste flow during peak volume periods, as well as during equipment repair periods. Approximately 45% of the weekly solid waste is delivered by residents to the RTS on Saturday. Upon the closure of the landfill the ability to divert the excess volume of solid waste beyond the Transfer Station's capacity will be eliminated. The ability to manage the peak solid waste volume is proposed to be accomplished by means of an expansion of the Transfer Station Building. The consideration of this funding request has caused the DPW and the Selectmen to undertake a financial analysis of the Capital Improvement Plan projects related to solid waste in comparison to various route collection alternatives. Route collection is likely to result in a more controlled delivery of solid waste to the Transfer Station. It could eliminate the need for the Transfer Building expansion.

RE: Article 42: Recycling & Transfer Station Access Road

Regardless of the outcome concerning the debate of capital improvements versus a route collection alternative, the DPW has identified operational issues experienced since the construction of the Facility in 1980. The current entrance and exit has been problematic for various reasons. Accessing the landfill and the yard waste/ composting areas requires all vehicles, including trucks carrying cover material and Town vehicles performing various tasks, to pass through or by the Recycling Area and through the Receiving Area along with between 8,000 - 9,000 resident vehicles per week disposing of their rubbish and recyclables. The massive undertaking to close the landfill will create a severe hardship upon the Facility beginning very shortly and lasting through the end of 1998. The material required to shape the landfill along with all of the closure cover materials, let alone all wastes, will

be intermingled with all residents using the Facility should this access road not be constructed. Acceptance of clay from the Central Artery Project could begin this summer. Upon completion of the landfill closure, this roadway will continue to serve as a direct access by residents to the Transfer Station and the yard waste/ composting operations, especially during spring clean-up and the fall leaf season. This proposal also includes the installation of a new scale and scale house. This will allow for the control of all bulk material, both entering and leaving the Facility, including "for charge" wastes, landfill shaping and cover materials, some of which may have revenues associated with it, and composting end products which may also potentially have revenues associated with it.

RE: Article 48: School Sidewalk Reconstruction

As a result of the level funding of street maintenance functions during the last several years, sidewalks have received less attention in the hierarchy of street maintenance. The School Department's decision to reduce funding for bus transportation has required that more school age children walk longer distances to school. This has placed greater emphasis on the condition of sidewalks along designated walking routes. In anticipation of recommendations from the School Safety Advisory Committee, the DPW proposes to address the repair and repaving of the sidewalks along specific walking routes. The work proposed in this request is strictly for existing sidewalks. The DPW has reduced its request for FY 1996 and will seek the balance during FY 1997.

GENERAL GOVERNMENT SALARY AND STAFFING SCHEDULE

Of Funded Full-Time Equivalent Positions

(Excludes Summer/Seasonal Positions)

GENERAL GOVERNMENT

<u>TITLE</u>	<u>GRADE</u>	<u>FUNDED FY93</u>	<u>FUNDED FY 94</u>	<u>FUNDED FY 95</u>	<u>CURRENT SALARY RANGE</u>
<u>Assessors</u>					
Administrative Assessor	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Asst. Administrative Assessor	T-14	1.00	1.00	1.00	\$29,633 - \$39,325
Administrative Coordinator	T-10	1.00	1.00	1.00	\$22,872 - \$30,180
Department Specialist	T-9	1.00	1.00	1.00	\$21,260 - \$28,045
Department Assistant 3	T-8	1.00	1.00	1.00	\$19,652 - \$25,908
Department Assistant 2	T-7	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$18,280 - \$24,089
Subtotal:		6.00	6.00	6.00	
<u>Board of Health</u>					
Director	M-2	0.80	0.80	0.80	\$44,045 - \$52,566
Sanitarian	T-15	1.00	1.00	1.00	\$32,010 - \$42,476
Nutritionist	T-14	0.67	.67	0.75	\$29,633 - \$39,325
Public Health Nurse	T-15	1.25	1.25	1.25	\$32,010 - \$42,476
Administrative Assistant	T-9	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$21,260 - \$28,045
Subtotal:		4.72	4.72	4.80	
<u>Selectmen</u>					
Town Administrator	NA	1.00	1.00	1.00	\$74,880
Sr. Administrative Coordinator	S-11	1.00	1.00	1.00	\$24,033 - \$31,722
Senior Building Custodian	T-10	1.00	1.00	1.00	\$22,872 - \$30,180
Department Assistant 1	T-6	1.13	1.13	1.13	\$17,268 - \$22,744
Department Assistant 3	T-8	0.00	0.40	0.40	\$19,652 - \$25,908
Junior Building Custodian	T-5	<u>1.43</u>	<u>1.43</u>	<u>1.43</u>	\$16,312 - \$21,480
Subtotal:		5.56	5.96	5.96	
<u>Building</u>					
Inspector of Buildings	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Plumbing & Gas Inspector	S-14	0.53	0.80	0.80	\$29,633 - \$39,325
Wiring Inspector	S-14	0.50	0.53	0.53	\$29,633 - \$39,325
Local Building Inspec	S-14	0.00	0.00	0.50	\$29,633 - \$39,325
Administrative Assistant	T-9	1.00	1.00	1.00	\$21,260 - \$28,045
Department Assistant 2	T-7	1.00	1.00	1.00	\$18,280 - \$24,089
Building Inspector Substitute	Sch C	0.00	0.53	0.53	\$13.91/hour
Code Enforcement Officer	Sch C	<u>0.25</u>	<u>0.25</u>	<u>0.25</u>	\$13.91/hour
Subtotal:		4.28	5.11	5.61	

GENERAL GOVERNMENT, Continued

<u>TITLE</u>	<u>GRADE</u>	<u>FUNDED FY93</u>	<u>FUNDED FY94</u>	<u>FUNDED FY95</u>	<u>CURRENT SALARY RANGE</u>
<u>Council on Aging</u>					
Executive Director	M-1	1.00	1.00	1.00	\$38,431 - \$45,865
Associate Director	T-13	1.00	1.00	1.00	\$27,437 - \$36,410
Outreach Worker	T-12	0.92	0.92	1.00	\$25,417 - \$37,728
Assistant	Sch C	0.47	1.15	1.28	\$9.73/hour
Clerk, C.O.A. P/T	Sch C	0.13	0.00	0.00	\$9.73/hour
Program Coordinator	Sch C	0.19	0.19	0.26	\$12.54/hour
Recording Secretary	Sch C	0.00	0.00	0.04	\$12.07/hour
Senior Building Custodian	T-10	<u>0.23</u>	<u>0.23</u>	<u>0.22</u>	\$22,872 - \$30,180
Subtotal:		3.94	4.49	4.80	
<u>Park & Recreation</u>					
Director	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Assistant Director	T-13	1.00	1.00	1.00	\$27,437 - \$36,410
Administrative Assistant	T-9	1.00	1.00	1.00	\$21,260 - \$28,045
Department Assistant 2	T-7	<u>0.53</u>	<u>0.53</u>	<u>0.53</u>	\$18,280 - \$24,089
Subtotal		3.53	3.53	3.53	
<u>Personnel</u>					
Director	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Administrative Assistant	S-9	1.00	1.00	1.00	\$21,260 - \$28,045
Department Specialist	S-9	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$21,260 - \$28,045
Subtotal:		3.00	3.00	3.00	
<u>Planning</u>					
Director	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Administrative Assistant	T-9	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$21,260 - \$28,045
Subtotal:		2.00	2.00	2.00	
<u>Town Clerk</u>					
Town Clerk	Elected	1.00	1.00	1.00	\$51,500
Assistant Town Clerk	T-10	1.00	1.00	1.00	\$22,872 - \$30,180
Department Assistant 2	T-7	2.00	2.00	2.00	\$18,280 - \$24,089
Department Assistant 1	S-6	<u>0.24</u>	<u>0.24</u>	<u>0.24</u>	\$17,268 - \$22,744
Subtotal:		4.24	4.24	4.24	
<u>Veterans Services</u>					
Director	M-1	0.80	0.53	0.53	\$38,431 - \$45,865
Department Assistant 3	T-8	<u>0.53</u>	<u>0.53</u>	<u>0.53</u>	\$19,652 - \$25,908
Subtotal:		1.33	1.06	1.06	

GENERAL GOVERNMENT, Continued

	<u>GRADE</u>	<u>FUNDED FY93</u>	<u>FUNDED FY94</u>	<u>FUNDED FY95</u>	<u>CURRENT SALARY RANGE</u>
<u>Youth Commission</u>					
Director	M-1	1.00	1.00	1.00	\$38,431 - \$45,865
Youth Services Counselor	T-12	1.00	1.00	1.00	\$25,417 - \$33,728
Caseworker	T-13	0.00	0.61	0.61	\$27,437 - \$36,410
Department Assistant 3	T-8	<u>0.00</u>	<u>0.00</u>	<u>0.40</u>	\$19,652 - \$25,908
Subtotal:		2.00	2.61	3.01	
<u>Accounting</u>					
Town Comptroller	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Administrative Specialist	T-10	1.00	1.00	1.00	\$22,872 - \$30,180
Department Specialist	T-9	1.00	1.00	1.00	\$21,260 - \$28,045
Department Assistant 3	T-8	<u>0.80</u>	<u>0.80</u>	<u>0.80</u>	\$19,652 - \$25,908
Subtotal		3.80	3.80	3.80	
<u>Retirement</u>					
Administrative Specialist	T-10	1.00	1.00	1.00	\$22,872 - \$30,180
Department Assistant 2	T- 7	<u>0.53</u>	<u>0.53</u>	<u>0.53</u>	\$18,280 - \$24,089
Subtotal:		1.53	1.53	1.53	
Finance Director	M-4	0.00	0.00	0.00	\$54,262 - \$64,760
Subtotal:		0.00	0.00	0.00	
<u>Data Processing</u>					
Director	M-3	1.00	1.00	1.00	\$48,844 - \$58,295
Senior Systems Analyst	T-16	1.00	1.00	1.00	\$34,563 - \$45,864
Systems Analyst	T-13	1.00	1.00	1.00	\$27,437 - \$36,410
Programmer/Computer Operator	T-11	1.00	1.00	1.00	\$24,033 - \$31,722
Computer Operator	T-10	1.00	1.00	1.00	\$22,872 - \$30,180
Control Clerk	T-9	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$21,260 - \$28,045
Subtotal:		6.00	6.00	6.00	
<u>Treasurer</u>					
Treasurer/Collector	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Administrative Coordinator	T-10	1.00	1.00	1.00	\$22,872 - \$30,180
Department Specialist	T-9	1.00	1.00	1.00	\$21,260 - \$28,045
Department Assistant 3	T-8	1.90	1.30	1.30	\$19,652 - \$25,908
Department Assistant 2	T-7	1.00	1.00	1.00	\$18,280 - \$24,089
Department Assistant 1	T-6	<u>0.47</u>	<u>0.47</u>	<u>0.47</u>	\$17,268 - \$22,744
Subtotal:		6.37	5.77	5.77	

GENERAL GOVERNMENT, Continued

TITLE	GRADE	FUNDED FY93	FUNDED FY94	FUNDED FY95	CURRENT SALARY RANGE
Director	M-2	1.00	1.00	1.00	
Assistant Director	S-15	1.00	1.00	1.00	\$44,045 - \$52,566
Reference Supervisor	S-14	1.00	1.00	1.00	\$32,010 - \$42,476
Children's Librarian	S-13	1.00	1.00	1.00	\$29,663 - \$39,325
Cataloger	S-13	1.00	1.00	1.00	\$27,437 - \$36,410
Reference Librarian	S-12	1.00	1.00	1.00	\$27,437 - \$36,410
Circulation Supervisor	S-10	1.00	1.00	1.00	\$25,417 - \$33,728
Assistant Children's Librarian	S-9	1.00	1.00	1.00	\$22,872 - \$30,180
Assistant Cataloger	S-9	1.00	1.00	1.00	\$21,260 - \$28,045
Senior Building Custodian	T-10	1.00	1.00	1.00	\$21,260 - \$28,045
Department Assistant 3	T-8	1.00	1.00	1.00	\$22,872 - \$30,180
Library Assistant 2	S-7	2.00	2.00	2.00	\$19,652 - \$25,908
Building Custodian	T-7	1.00	1.00	1.00	\$18,280 - \$24,089
Reference Librarian P/T	Sch C	1.20	1.20	1.37	\$18,280 - \$24,089
Library Assistant 2 P/T	Sch C	4.51	4.33	4.22	\$12.65/hour
Building Custodian P/T	Sch C	0.32	0.32	0.30	\$ 9.10/hour
ge	Sch C	2.54	2.50	2.61	\$ 8.93/hour
Subtotal:		22.57	22.35	22.50	\$5.26 - \$5.58/hour
GENERAL GOVERNMENT TOTAL:		80.27	82.25	83.61	

her					
Chief Inspector	Sch C	n/a		\$ 3,422.29/year	
Conservation Officer	Sch C	n/a		\$13.91/hour	
Finance Comm. Exec. Secretary	Sch C	n/a		\$12,893.24/year	
Town Counsel	Sch C	n/a		\$46,762.94/year	
Director, Civil Defense	Sch C	n/a		\$ 3,000/year	
Director of Weights & Measures	Sch C	n/a		\$ 7,887.50/year	
Comm. Sec. Board of Appeals	Sch C	n/a		\$12.07/hour	
Recording Secretary P/T	Sch C	n/a		\$12.07/hour	

POLICE DEPARTMENT

Chief	M-5	1.00	1.00	1.00	\$63,415 - \$75,682
Deputy Chief	P-3	3.00	3.00	3.00	\$42,232 - \$51,566
Deputy Chief	P-2	8.00	8.00	8.00	\$35,080 - \$39,195
Police Officer	P-1	38.00	38.00	36.00	\$28,178 - \$32,644
Animal Control Officer	PB-1	1.00	1.00	1.00	\$25,417 - \$33,728
Administrative Specialist	T-10	1.00	1.00	1.00	\$22,872 - \$30,180
Maintenance Worker/Custodian	S-10	1.00	1.00	1.00	\$22,872 - \$30,180
Department Assistant 2	T-7	1.00	1.00	1.00	\$18,280 - \$24,089
Office Supervisor	Sch C	1.86	2.59	2.59	\$12.86/hour
Public Safety Dispatcher	S-10	0.00	0.00	2.00	\$22,872 - \$30,180
Training Enforcement Attendant	S-6	0.93	0.93	0.93	\$17,268 - \$22,744
Subtotal:		56.79	57.52	57.52	

TOWN OF NEEDHAM, MASSACHUSETTS

1995 ANNUAL TOWN MEETING WARRANT

FIRE DEPARTMENT

<u>TITLE</u>	<u>GRADE</u>	<u>FUNDED FY93</u>	<u>FUNDED FY 94</u>	<u>FUNDED FY 95</u>	<u>CURRENT SALARY RANGE</u>
Fire Chief	M-5	1.00	1.00	1.00	\$63,415 - \$75,682
Deputy Fire Chief, Operations	F-4	1.00	1.00	1.00	\$41,319 - \$47,010
Deputy Fire Chief	F-4	4.00	4.00	4.00	\$37,731 - \$41,497
Fire Captain	F-3	2.00	2.00	2.00	\$35,174 - \$36,273
Fire Lieutenant	F-2	6.00	6.00	6.00	\$30,343 - \$33,371
Firefighter	F-1	54.00	54.00	54.00	\$25,506 - \$29,019
Asst., Super., Fire Alarm	FA-2	1.00	1.00	1.00	\$30,932 - \$35,775
Lineman	FA-1	0.00	0.00	0.00	\$26,824 - \$30,932
Management Analyst	T-15	1.00	1.00	1.00	\$32,010 - \$42,476
Department Assistant 3	T-8	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$19,652 - \$25,908
Subtotal:		71.00	71.00	71.00	

DEPARTMENT OF PUBLIC WORKS

Director	M-5	1.00	1.00	1.00	\$63,415 - \$75,682
Town Engineer	M-3	1.00	1.00	1.00	\$48,844 - \$58,295
Division Super. Highway	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Division Super. Parks	M-2	1.00	1.00	1.00	\$44,045 - \$52,566
Division Super. Sewer	M-2	0.50	0.50	0.50	\$44,045 - \$52,566
Division Super. Water	M-2	0.50	0.50	0.50	\$44,045 - \$52,566
Garage & Equipment Supervisor	M-1	1.00	1.00	1.00	\$38,431 - \$45,865
Senior Engineer	S-15	1.00	1.00	1.00	\$32,010 - \$42,476
Assistant Superintendent	S-14	2.00	4.00	4.00	\$29,633 - \$39,325
Senior Draftsman	S-12	2.00	2.00	2.00	\$25,417 - \$33,728
Survey Party Chief	S-13	2.00	2.00	2.00	\$27,437 - \$36,410
Senior Administrative Coordinator	T-11	1.00	1.00	1.00	\$24,033 - \$31,722
Department Assistant 2	T-7	3.00	3.00	3.00	\$18,280 - \$24,089
Master Mechanic	W-8	1.00	1.00	1.00	\$12.79 - \$14.83/hour
Working Foreman	W-6	11.00	11.00	11.00	\$11.90 - \$13.76/hour
Equipment Mechanic	W-6	3.00	3.00	3.00	\$11.90 - \$13.76/hour
Shovel Operator	W-6	2.00	2.00	2.00	\$11.90 - \$13.76/hour
Garage Mechanic	W-4	1.00	1.00	1.00	\$11.03 - \$12.79/hour
Heavy Motor Equipment Operator	W-4	11.00	11.00	11.00	\$11.03 - \$12.79/hour
Dispatcher	W-4	1.00	1.00	1.00	\$11.03 - \$12.79/hour
Craftsman	W-4	13.00	15.00	15.00	\$11.03 - \$12.79/hour
Tree Climber	W-4	2.00	2.00	2.00	\$11.03 - \$12.79/hour
Pumping Station Operator	W-4	2.00	2.00	2.00	\$11.03 - \$12.79/hour
Meter Repair	W-4	1.00	1.00	1.00	\$11.03 - \$12.79/hour
Water Meter Reader	W-3	1.00	1.00	0.00	\$10.63 - \$12.40/hour
Maintenance	W-3	3.00	3.00	3.00	\$10.63 - \$12.40/hour
Laborer	W-1	<u>8.00</u>	<u>8.00</u>	<u>8.00</u>	\$9.95 - \$11.45/hour
Subtotal:		77.00	80.00	80.00	

GRAND TOTAL:	286.06	290.04	292.13
---------------------	---------------	---------------	---------------

NEEDHAM PUBLIC SCHOOLS SALARY AND STAFFING SCHEDULE

<u>CLASSIFICATION</u>	<u>NUMBER OF EMPLOYEES</u>	<u>FULL TIME EQUIVALENCY</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Superintendent	1	1		\$93,822/yr
Asst. Superintendent	1	1		\$77,036/yr
Adm. Of Business Services	1	1		\$71,243/yr
Dir. Pupil Personnel	1	1		\$70,052/yr
Academic Advisors	48	3.0	\$ 748/yr	\$2,673/yr
Coaches/Asst. Coaches	53		\$ 1,113/yr	\$7,736/yr
Nurse	6	6	\$24,042/yr	\$31,904/yr
Transportation Coordinator	1	1	\$21,460/yr	\$26,348/yr
Media Technician/Aide	3	3	\$21,460/yr	\$29,252/yr
Teacher	292	275.8	\$26,232/yr	\$53,005/yr
Elementary Assist. Princ.	1	1	\$41,023/yr	\$56,661/yr
S. House Administrator	2	2	\$49,261/yr	\$60,389/yr
Director of Buildings & Grounds	1	1	\$52,000/yr	\$57,000/yr
Director of Special Education	3	2.2	\$44,944/yr	\$62,389/yr
Elementary Principal	1	1	\$45,985/yr	\$63,430/yr
S. Asst. Principal	5	5	\$65,937/yr	\$67,504/yr
Middle School Principal	1	1	\$47,313/yr	\$66,114/yr
High School Principal	1	1		\$71,392/yr
Department Chairs	1	1		\$78,939/yr
School Aide	5	2.0	\$43,516/yr	\$60,427/yr
Messenger	14	8	\$6.68/hr	\$8.62/hr
Secretary	1	0.5		\$8.67/hr
Secretary (School Committee)	39	37	\$7.66/hr	\$17.04/hr
Stodian	10/hrs./mo.			\$15.00/hr
Teacher Aide	33	33	\$10.77/hr	\$14.67/hr
Maintenance	29	29	\$10.71/hr	\$16.88/hr
Accounting Clerk	6	6	\$11.47/hr	\$15.09/hr
Roll Clerk/Supervisor	2	2	\$11.86/hr	\$14.21/hr
Warehouse person	2	2	\$11.83/hr	\$16.39/hr
Busman	1	0.5	\$13.06/hr	\$15.09/hr
Special Ed. Tutor	3	3	\$13.93	\$17.14/hr
Administrative Assistant	4	4	\$10.71/hr	\$17.73/hr
Technician	2	2	\$16.92/hr	\$22.90/hr
Driver	1	1	\$15.99/hr	\$20.56/hr
Long Term Substitute	1	1		\$11.41/hr
	3	2.8		\$66.81/day

NOTES

NOTES

Needham Board of Selectmen
1471 Highland Avenue
Needham, MA 02192

BULK RATE
US Postal Permit
Boston, MA
Permit No. 58224

NEEDHAM RESIDENT

SPECIAL TOWN MEETING

WARRANT



TOWN OF NEEDHAM

WEDNESDAY, MAY 3, 1995

7:30 P.M.

NEWMAN SCHOOL

CENTRAL AVENUE

NEEDHAM

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the Constables in the Town of Needham in said County. Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Needham qualified to vote in Elections and in Town Affairs to meet at the Newman Elementary School in said Town on

WEDNESDAY, THE THIRD OF MAY 1995

at seven-thirty in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1: STREET ACCEPTANCE

To see if the Town will vote to accept the following street or portion thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk including the taking or acceptance of easements as shown on said plan:

Frank Street: From Horace Street to William Street, a distance of approximately 445 feet.

or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 2: FUND COLLECTIVE BARGAINING AGREEMENT INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1706, UNITS A, B, & C

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the IAFF, Local 1706, Units A, B & C; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 3: **FUND COLLECTIVE BARGAINING AGREEMENT
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
LOCAL 1706, UNITS A, B, & C**

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the IAFF, Local 1706, Units A, B & C; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 4: **FUND COLLECTIVE BARGAINING AGREEMENT
DPW/NAGE**

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the DPW / NAGE; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 5: **AMEND THE FISCAL YEAR 1995 BUDGET**

To see if the Town will vote to amend and supersede certain parts of the 1995 Operating Budget adopted under Article 21 of the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting; by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items; determine how such amounts are to be raised and how expended; or take any other action relative thereto.

INSERTED BY: Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 6: **APPROPRIATE FOR HIGH SCHOOL BOILER REPLACEMENT**

To see if the Town will vote to raise and appropriate the sum of \$260,370 for the replacement of two boiler units at Needham High School; to be expended under the direction of the School Committee; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$260,370 for a period of up to 20 years under G.L. C.44s7; or take

any other action relative thereto.

INSERTED BY; Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted

And you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in said Town at least fourteen (14) days before said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon unto our Town Clerk on or after said day and hour.

Given under our hands at Needham aforesaid this Eleventh day of April 1995.

Sally B. Davis, Chairman
Paul Theodore Owens
David F. Eldridge, Jr.
John D. Marr, Jr.
Daniel P. Matthews

Selectmen of Needham

A TRUE COPY

Attest:

Constable:

Andrew Carson

**Town Clerk's Office
Needham, MA 02192**

ATTN: SPECIAL TOWN MEETING WARRANT

TOWN OF NEEDHAM



TOWN CLERK'S RECORDS

OF THE

STATE PRIMARY
Tuesday, September 20, 1994

STATE ELECTION
Tuesday, November 8, 1994

SPECIAL TOWN MEETING
Monday, November 21, 1994

ANNUAL TOWN ELECTION
Monday, April 10, 1995

ANNUAL TOWN MEETING
Monday, May 1, 1995

SPECIAL TOWN MEETING
Wednesday, May 3, 1995

RECORD OF STATE PRIMARY

September 20, 1994

Pursuant to a Warrant issued by the Selectmen July 19, 1994, the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Tuesday, the twentieth day of September in the year 1994 at 7:00 A.M. for the purpose of nominating State and County officers. The polls remained open until 8:00 P.M.

The meeting was called to order and the Warrant and Officer's Return were read by the Wardens of the Precincts.

The ballot boxes were inspected and found to be empty with the registers set on 0000. The boxes were then locked and the keys delivered to the Police Officers in attendance.

The ballot clerks were sworn to the faithful performance of their duties by their respective wardens.

The polling places had been designated as follows:

Precinct A -	Hillside School
Precinct B -	Hillside School
Precinct C -	Newman Middle School
Precinct D -	High Rock School
Precinct E -	Pollard Middle School
Precinct F -	Stephen Palmer Community Room
Precinct G -	Broadmeadow School
Precinct H -	Broadmeadow School
Precinct I -	William Mitchell School - Gymnasium
Precinct J -	William Mitchell School - Gymnasium

The polls were opened at seven o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54 of the General Laws.

The ballot box returns in the Precincts were as follows:

<u>PRECINCTS</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
7:00 A.M.	0	0	0	0	0
8:00 A.M.	41	46	32	50	65
9:00 A.M.	79	89	97	109	90
10:00 A.M.	119	124	141	158	150
11:00 A.M.	157	183	196	198	194
12:00 NOON	197	223	250	228	233
1:00 P.M.	231	246	323	253	266
2:00 P.M.	254	278	362	285	291
3:00 P.M.	281	324	412	308	335
4:00 P.M.	330	364	467	355	395
5:00 P.M.	385	417	516	403	468
6:00 P.M.	437	482	595	480	549
7:00 P.M.	512	557	687	570	642
8:00 P.M.	562	601	749	639	729

<u>PRECINCTS</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>
7:00 A.M.	0	0	0	0	0
8:00 A.M.	69	46	62	51	66
9:00 A.M.	133	95	112	92	119
10:00 A.M.	202	125	162	125	164
11:00 A.M.	256	176	217	155	203
12:00 NOON	301	211	260	190	240
1:00 P.M.	333	249	311	220	261
2:00 P.M.	365	282	348	265	307
3:00 P.M.	398	323	410	300	346
4:00 P.M.	442	367	467	341	387
5:00 P.M.	501	422	523	407	463
6:00 P.M.	591	459	615	487	530
7:00 P.M.	697	616	718	587	632
8:00 P.M.	786	679	810	651	719

The Town Clerk upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 11:59 P.M., September 20, 1994.

The total number of votes cast was as follows:

	<u>Republican</u>	<u>Democrat</u>	<u>Total</u>
Precinct A	157	407	564
Precinct B	188	413	601
Precinct C	296	475	771
Precinct D	216	427	643
Precinct E	293	437	730
Precinct F	210	576	786
Precinct G	216	463	679
Precinct H	267	549	816
Precinct I	197	456	653
Precinct J	260	462	722

TOTAL VOTE - 6,965
(39.22% of Registered Voters)

The result of the balloting was as follows:

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
<u>REPUBLICAN PARTY</u>											
Total # of Votes Cast	157	188	296	216	293	210	216	267	197	260	2,300
<u>SENATOR IN CONGRESS</u>											
John R. Lakian	18	23	18	18	22	21	17	15	15	18	185
W. Mitt Romney	131	159	266	185	256	180	197	246	175	238	2,033
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	8	6	12	13	15	9	2	6	7	4	82
<u>GOVERNOR</u>											
William F. Weld	147	165	275	192	257	189	187	237	162	226	2,037
Scattered Write-Ins	-	-	-	-	-	-	1	-	-	-	1
Blanks	10	23	21	24	36	21	28	30	35	34	262
<u>LIEUTENANT GOVERNOR</u>											
Argeo Paul Cellucci	139	153	266	184	236	182	180	226	155	215	1,936
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	-
Blanks	18	35	30	32	57	28	36	41	42	45	364
<u>ATTORNEY GENERAL</u>											
Janis M. Berry	86	103	189	140	161	128	120	146	109	150	1,332
Guy A. Carbone	55	50	62	52	69	46	47	76	49	72	578
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	16	35	45	24	63	36	49	45	39	38	390
<u>SECRETARY OF STATE</u>											
Arthur E. Chase	77	70	121	83	92	68	76	98	78	95	858
Peter V. Forman	56	81	132	100	124	103	95	110	77	118	996
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	24	37	43	33	77	39	45	59	42	47	446
<u>TREASURER</u>											
Joseph Daniel Malone	140	156	255	181	236	182	175	220	158	217	1,920
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	17	32	41	35	57	28	41	47	39	43	380
<u>AUDITOR</u>											
Forrester A. "Tim" Clark, Jr.	70	88	176	119	160	106	103	125	104	127	1,178
Earle B. Stroll	52	51	48	53	45	44	47	61	36	62	499
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	35	49	72	44	88	60	66	81	57	71	623

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
<u>REPUBLICAN PARTY</u>											
Total # of Votes Cast	157	188	296	216	293	210	216	267	197	260	2,399
<u>REPRESENTATIVE IN CONGRESS (Ninth District)</u>											
Robert D. Hall, Jr.	98	125	182	120	197	108	127	170	119	159	1,405
Michael M. Murphy	44	45	79	81	73	79	66	65	58	77	667
Scattered Write-Ins	-	1	1	-	-	-	-	-	-	-	2
Blanks	15	17	34	15	23	23	23	32	20	24	226
<u>COUNCILLOR (Second District)</u>											
Jerry Vengrow	110	120	198	135	174	126	128	148	108	153	1,400
Scattered Write-Ins	-	-	-	1	-	-	-	-	-	-	1
Blanks	7	68	98	80	119	84	88	119	89	107	899
<u>SENATOR IN GENERAL COURT (Norfolk, Bristol & Middlesex District)</u>											
Morgan Palmer	80	74	110	90	109	77	82	92	72	111	897
Susan Phillips	58	76	143	97	123	96	92	120	82	112	999
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	19	38	43	29	61	37	42	55	43	37	404
<u>REPRESENTATIVE IN GENERAL COURT (Thirteenth Norfolk District)</u>											
Robert H. Sullivan	121	139	212	160	209	148	153	174	123	186	1,625
Scattered Write-Ins	1	-	-	-	-	-	1	-	1	-	3
Blanks	5	49	84	56	84	62	62	93	73	74	672
<u>DISTRICT ATTORNEY (Norfolk District)</u>											
No Nomination	-	-	-	-	-	-	-	-	-	-	-
Scattered Write-Ins	-	4	2	-	3	-	-	-	-	-	9
Blanks	157	184	294	216	290	210	216	267	197	260	2,291
<u>CLERK OF COURTS (Norfolk County)</u>											
Michael H. Mushnick	111	118	180	128	161	124	133	136	106	145	1,342
Scattered Write-Ins	1	-	-	-	-	-	-	-	-	-	1
Blanks	45	70	116	88	132	86	83	131	91	115	957
<u>REGISTER OF DEEDS (Norfolk County)</u>											
No Nomination	-	-	-	-	-	-	-	-	-	-	-
Scattered Write-Ins	-	-	2	-	1	-	2	-	-	-	5
Blanks	157	188	294	216	292	210	214	267	197	260	2,295
<u>COUNTY COMMISSIONER (Norfolk County)</u>											
Bruce D. Olsen	114	119	190	137	172	132	135	147	117	158	1,421
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	43	69	106	79	121	78	81	120	80	102	879

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
<u>DEMOCRATIC PARTY</u>											
Total # of Votes Cast	407	413	475	427	437	576	463	549	456	462	4,665
<u>SENATOR IN CONGRESS</u>											
Edward M. Kennedy	314	307	329	318	313	408	305	368	339	343	3,344
Scattered Write-Ins	2	4	10	-	5	2	5	1	6	5	40
Blanks	91	102	136	109	119	166	153	180	111	114	1,281
<u>GOVERNOR</u>											
George A. Bachrach	130	131	134	137	115	154	135	155	123	129	1,343
Michael J. Barrett	62	55	77	59	73	98	62	87	78	89	740
Mark Roosevelt	145	149	179	168	166	211	169	192	174	156	1,709
Scattered Write-Ins	-	2	-	-	1	2	-	-	1	1	7
Blanks	70	76	85	63	82	111	97	115	80	87	866
<u>LIEUTENANT GOVERNOR</u>											
Marc D. Draisen	154	151	168	150	144	195	122	195	145	156	1,580
Robert K. Massie	105	126	116	123	113	145	131	136	126	122	1,243
Scattered Write-Ins	-	1	4	-	1	1	-	1	-	-	8
Blanks	148	135	187	154	179	235	210	217	185	184	1,834
<u>ATTORNEY GENERAL</u>											
L. Scott Harshbarger	306	304	355	337	308	409	316	394	338	340	3,407
Scattered Write-Ins	-	1	-	1	2	-	1	1	-	1	7
Blanks	101	108	120	89	127	167	146	154	118	121	1,251
<u>SECRETARY OF STATE</u>											
William Francis Galvin	202	175	205	189	171	237	184	258	198	198	2,017
Augusto F. Grace	99	127	118	112	119	171	124	128	117	118	1,233
Scattered Write-Ins	-	1	-	-	-	-	-	-	-	-	1
Blanks	106	110	152	126	147	168	155	163	141	146	1,414
<u>TREASURER</u>											
Shannon P. O'Brien	214	240	256	229	205	275	237	285	242	230	2,413
Scattered Write-Ins	2	1	-	-	2	-	-	-	-	-	5
Blanks	191	172	219	198	230	301	226	264	214	232	2,247
<u>AUDITOR</u>											
A. Joseph DeNucci	253	260	294	258	253	318	264	330	272	269	2,771
Scattered Write-Ins	-	1	-	-	-	-	-	-	-	-	1
Blanks	154	152	181	169	184	258	199	219	184	193	1,893
<u>REPRESENTATIVE IN CONGRESS (Ninth District)</u>											
John Joseph Moakley	313	306	342	338	341	444	364	422	360	354	3,584
Dennis J. Ingalls	48	58	71	39	43	71	47	60	44	54	535
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	1	1
Blanks	46	49	62	50	53	61	52	67	52	53	545

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
<u>DEMOCRATIC PARTY</u>											
Total # of Votes Cast	407	413	475	427	437	576	463	549	456	462	4,665
<u>COUNCILLOR (Second District)</u>											
William R. Buckley	36	22	46	53	26	36	20	37	30	26	332
William F. Butters	7	12	11	11	10	24	9	10	8	4	106
Thomas F. Cavanaugh	17	15	17	13	9	20	19	22	18	14	164
Howard M. Kahalas	55	60	44	29	41	39	22	36	25	63	414
J. Joseph Lydon	13	24	17	23	30	21	23	27	19	18	215
Daniel P. Matthews	165	160	170	160	160	250	188	230	188	189	1,860
Kelly A. Timilty	14	28	33	28	45	38	46	51	34	27	344
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	100	92	137	110	116	148	136	136	134	121	1,230
<u>SENATOR IN GENERAL COURT (Norfolk, Bristol & Middlesex District)</u>											
Cheryl Jacques	294	299	357	316	307	415	318	389	327	334	3,356
Scattered Write-Ins	2	1	1	-	1	4	-	-	-	-	9
Blanks	111	113	117	111	129	157	145	160	129	128	1,300
<u>REPRESENTATIVE IN GENERAL COURT (Thirteenth Norfolk District)</u>											
Lida E. Harkins	259	237	278	277	221	357	228	343	233	276	2,709
Sally B. Davis	137	166	185	136	210	209	223	189	208	177	1,840
Scattered Write-Ins	-	-	-	-	1	-	-	-	-	1	2
Blanks	11	10	12	14	5	10	12	17	15	8	114
<u>DISTRICT ATTORNEY (Norfolk District)</u>											
William D. Delahunt	250	262	299	276	250	339	278	345	270	284	2,853
Scattered Write-Ins	-	1	-	-	1	-	-	-	-	-	2
Blanks	157	150	176	151	186	237	185	204	186	178	1,810
<u>CLERK OF COURTS (Norfolk County)</u>											
Nicholas Barbadoro	212	222	252	213	190	250	210	273	222	208	2,252
Scattered Write-Ins	-	1	-	-	-	-	-	-	-	-	1
Blanks	195	190	223	214	247	326	253	276	234	254	2,412
<u>REGISTER OF DEEDS (Norfolk County)</u>											
Barry T. Hannon	208	226	253	213	198	262	220	274	224	216	2,294
Scattered Write-Ins	-	1	-	-	-	-	-	-	-	-	1
Blanks	199	186	222	214	239	314	243	275	232	246	2,370
<u>COUNTY COMMISSIONER (Norfolk County)</u>											
Peter H. Collins	82	95	110	94	104	115	89	146	89	88	1,012
Edward Milano	54	35	39	48	39	52	32	45	34	44	422
Matthias J. Mulvey	28	35	23	26	22	34	33	35	39	21	296
Thomas J. Reynolds	60	65	63	50	33	74	42	62	60	58	567
Scattered Write-Ins	-	-	-	-	-	-	-	-	-	-	0
Blanks	183	183	240	209	239	301	267	261	234	251	2,368

The ballots cast in the several precincts were returned to the Town Clerk in the sealed packages. The voting lists used at the entrances to the polling places and at the ballot boxes and copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

Adjourned at 11:59 P.M., September 20, 1994.

A true copy
ATTEST

Theodora K. Eaton, CMC,
Town Clerk

RECORD OF STATE ELECTION

November 8, 1994

Pursuant to a Warrant issued by the Selectmen October 25, 1994, the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Tuesday, the sixth day of November in the year 1990 at 7:00 A.M. in the forenoon. The polls remained open until eight o'clock in the afternoon.

The polling places had been designated as follows:

Precinct A -	Hillside School
Precinct B -	Hillside School
Precinct C -	Newman School
Precinct D -	High Rock School
Precinct E -	Pollard Middle School
Precinct F -	Stephen Palmer Community Room
Precinct G -	Broadmeadow School
Precinct H -	Broadmeadow School
Precinct I -	William Mitchell School - Gymnasium
Precinct J -	William Mitchell School - Gymnasium

The ballot box returns in the Precincts were as follows:

<u>PRECINCTS</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
7:00 A.M.	0	0	0	0	0
8:00 A.M.	136	161	139	155	144
9:00 A.M.	228	276	251	285	341
10:00 A.M.	323	442	392	395	478
11:00 A.M.	494	561	522	489	573
12:00 NOON	589	658	730	600	680
1:00 P.M.	623	717	805	670	749
2:00 P.M.	698	797	907	740	834
3:00 P.M.	780	876	1013	812	889
4:00 P.M.	891	962	1127	906	995
5:00 P.M.	1012	1075	1251	1024	1106
6:00 P.M.	1139	1203	1369	1128	1245
7:00 P.M.	1256	1353	1513	1257	1396
8:00 P.M.	1382	1479	1623	1384	1531

<u>PRECINCTS</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>
7:00 A.M.	0	0	0	0	0
8:00 A.M.	180	124	138	172	181
9:00 A.M.	335	260	282	303	319
10:00 A.M.	487	341	408	396	438
11:00 A.M.	589	468	565	469	554
12:00 NOON	679	552	666	538	637
1:00 P.M.	746	630	762	657	717
2:00 P.M.	828	699	843	703	792
3:00 P.M.	905	751	961	797	860
4:00 P.M.	987	835	1012	905	965
5:00 P.M.	1104	923	1186	1016	1118
6:00 P.M.	1235	1023	1224	1133	1231
7:00 P.M.	1385	1172	1371	1305	1383
8:00 P.M.	1503	1307	1502	1436	1526

The Town Clerk upon receipt of the returns from the several precincts forthwith canvassed the same and announced the unofficial results at 9:45 P.M., November 8, 1994.

The total number of votes cast was as follows:

Precinct A	1384
Precinct B	1482
Precinct C	1624
Precinct D	1385
Precinct E	1532
Precinct F	1503
Precinct G	1317
Precinct H	1512
Precinct I	1436
Precinct J	1529

TOTAL VOTE - 14,704
Including 7 Absentee Ballot Received
through November 18, 1994

(79.84% of Registered Voters)

The result of the balloting was as follows:

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
Total # of votes Cast	1384	1482	1624	1385	1532	1503	1317	1512	1436	1529	14,704

UNITED STATES SENATOR

Edward M. Kennedy	859	822	779	748	748	859	683	777	833	822	7,930
W. Mitt Romney	501	641	826	608	763	628	602	707	582	688	6,546
Laurrleigh Dozier	9	-	5	9	5	2	6	8	5	4	53
William A. Ferguson, Jr.	2	-	-	2	-	2	1	-	1	-	8
Scattered Write-Ins	2	2	2	2	1	-	2	4	1	-	16
Blanks	11	17	12	16	15	12	23	16	14	15	151

GOVERNOR/LIEUTENANT GOVERNOR

WELD AND CELLUCCI	974	1100	1234	985	1138	1067	914	1110	994	1088	10,604
ROOSEVELT AND MASSIE	380	345	365	367	351	396	352	370	413	400	3,739
COOK AND CRAWFORD	8	4	3	5	2	12	7	4	2	6	53
REBELLO AND GISKE	-	-	1	1	4	2	3	-	1	2	14
Scattered Write-Ins	1	2	2	4	1	-	3	1	-	1	15
Blanks	21	31	19	23	36	26	38	27	26	32	279

ATTORNEY GENERAL

L. Scott Harshbarger	1009	1023	1065	954	997	1028	907	1029	1000	1037	10,049
Janis M. Berry	324	393	498	389	470	414	357	432	365	435	4,077
Scattered Write-Ins	-	4	1	1	1	-	1	-	2	3	13
Blanks	51	62	60	41	64	61	52	51	69	54	565

SECRETARY OF STATE

Arthur E. Chase	464	596	773	553	703	585	551	630	550	658	6,063
William Francis Galvin	751	691	664	655	623	704	607	711	661	671	6,738
Peter C. Everett	26	25	14	39	30	45	23	26	19	33	280
Scattered Write-Ins	1	4	-	2	1	2	1	1	3	1	16
Blanks	142	166	173	136	175	167	135	144	203	166	1,607

TREASURER

Joseph Daniel Malone	939	1033	1183	946	1098	1029	906	1062	971	1078	10,245
Shannon Patricia O'Brien	339	335	323	336	334	354	308	348	346	366	3,389
Susan B. Poulin	20	12	13	18	9	22	7	13	7	13	134
Thomas P. Tierney	30	34	24	32	29	39	29	33	35	24	309
Scattered Write-Ins	-	-	-	-	1	1	1	-	-	-	3
Blanks	56	68	81	53	61	58	66	56	77	48	624

AUDITOR

A. Joseph DeNucci	1008	1020	941	891	945	998	846	1006	936	1024	9,615
Forrester A. "Tim" Clark, Jr.	251	331	532	359	423	335	345	362	327	370	3,635
Geoff M. Weil	25	15	11	23	17	28	17	24	12	14	186
Scattered Write-Ins	-	1	1	1	-	-	2	-	1	-	6
Blanks	100	115	139	111	147	142	107	120	160	121	1,262

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
<u>REPRESENTATIVE IN CONGRESS (Ninth District)</u>											
John Joseph Moakley	936	908	909	875	916	979	841	957	918	980	9,219
Michael M. Murphy	390	490	630	448	554	444	416	497	441	499	4,809
Scattered Write-Ins	1	1	2	1	4	1	-	1	1	2	14
Blanks	57	83	83	61	58	79	60	57	76	48	662

<u>COUNCILLOR (SECOND DISTRICT)</u>											
Kelly A. Timilty	692	659	630	597	610	687	581	694	600	649	6,399
Jerry Vengrow	380	485	664	467	559	446	444	478	458	514	4,895
Steven B. Drobnis	47	43	32	53	38	46	33	44	26	42	404
Scattered Write-Ins	1	2	1	2	4	1	2	1	-	1	15
Blanks	264	293	297	266	321	323	257	295	352	323	2,991

<u>SENATOR IN GENERAL COURT (Norfolk, Bristol & Middlesex District)</u>											
Cheryl A. Jacques	853	844	884	781	789	850	744	817	850	848	8,260
Susan Phillips	471	587	681	553	695	596	530	636	532	633	5,914
Scattered Write-Ins	1	3	1	1	1	2	-	2	2	4	17
Blanks	59	48	58	50	47	55	43	57	52	44	513

<u>REPRESENTATIVE IN GENERAL COURT (Thirteenth Norfolk District)</u>											
Lida Harkins	933	899	811	801	839	948	751	886	862	925	8,655
Robert H. Sullivan	397	515	739	530	627	502	516	579	493	546	5,444
Scattered Write-Ins	3	4	3	1	1	3	3	1	4	2	25
Blanks	51	64	71	53	65	50	47	46	77	56	580

<u>DISTRICT ATTORNEY (Norfolk District)</u>											
William D. Delahunt	991	1034	1066	942	997	1017	894	1007	937	1005	9,890
Scattered Write-Ins	6	8	15	7	15	5	11	16	10	14	107
Blanks	387	440	543	436	520	481	412	489	489	510	4,707

<u>CLERK OF COURTS (Norfolk County)</u>											
Nicholas Barbadoro	670	678	641	613	598	707	580	684	628	644	6,443
Michael N. Mushnick	446	519	682	499	584	483	457	504	448	555	5,177
Scattered Write-Ins	3	3	1	3	4	4	-	5	4	2	29
Blanks	265	282	300	270	346	309	280	319	356	328	3,055

<u>REGISTER OF DEEDS (Norfolk County)</u>											
Barry T. Hannon	843	857	843	775	815	871	758	859	772	849	8,242
Ronald J. Smith	221	259	319	244	260	228	218	244	220	260	2,473
Scattered Write-Ins	1	-	5	4	4	3	-	3	1	2	23
Blanks	319	366	457	362	453	401	341	406	443	418	3,966

<u>COUNTY COMMISSIONER (Norfolk County)</u>											
Bruce D. Olsen	506	617	732	598	688	564	555	616	542	633	6,051
Peter H. Collins	520	476	453	436	400	490	409	483	438	490	4,595
Scattered Write-Ins	3	-	2	4	4	3	-	1	3	2	22
Blanks	355	389	437	347	440	446	353	412	453	404	4,036

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
<u>QUESTION #1 (Regulating Spending on Ballot Question Campaigns)</u>											
YES	504	531	538	485	477	528	436	542	465	537	5,043
NO	823	900	1004	843	998	923	848	928	917	940	9,124
Blanks	57	51	82	57	57	52	33	42	54	52	537
<u>QUESTION #2 (Seat Belt Law)</u>											
Yes	859	1022	1199	956	1058	1074	967	1073	1030	1073	10,311
No	476	423	356	392	427	395	322	401	367	429	3,991
Blanks	49	37	69	37	47	34	28	38	39	27	402
<u>QUESTION #3 (Changing the Law Regarding Student Fees)</u>											
Yes	638	693	824	671	808	726	647	714	719	783	7,223
No	633	676	641	606	592	662	587	670	603	626	6,296
Blanks	113	113	159	108	132	115	83	128	114	120	1,185
<u>QUESTION #4 (Term Limits)</u>											
Yes	631	709	797	655	744	653	600	725	609	738	6,861
No	688	693	738	681	713	771	681	736	765	733	7,199
Blanks	65	80	89	49	75	79	36	51	62	58	644
<u>QUESTION #5 (Opening of Retail Stores on Sunday Morning and Certain Holidays)</u>											
Yes	677	769	835	674	727	671	575	654	701	725	7,008
No	667	673	729	666	753	782	717	827	700	772	7,286
Blanks	40	40	60	45	52	50	25	31	35	32	410
<u>QUESTION #6 (Graduated Income Tax)</u>											
Yes	356	331	321	323	302	356	298	378	340	366	3,371
No	970	1104	1237	1004	1184	1098	985	1085	1051	1104	10,822
Blanks	58	47	66	58	46	49	34	49	45	59	511
<u>QUESTION #7 (Personal Income Tax Changes)</u>											
Yes	346	306	304	306	289	327	284	355	320	335	3,172
No	979	1134	1247	1019	1192	1110	993	1107	1071	1138	10,990
Blanks	59	42	73	60	51	66	40	50	45	56	542
<u>QUESTION #8 (State Highway Fund Changes)</u>											
YES	984	1100	1124	989	1105	1059	928	1113	989	1104	10,495
NO	325	316	399	322	353	375	325	341	375	360	3,491
Blanks	75	66	101	74	74	69	64	58	72	65	718
<u>QUESTION #9 (Prohibiting Rent Control)</u>											
YES	678	801	868	729	876	804	692	840	750	864	7,902
NO	624	611	633	593	583	625	569	606	607	584	6,035
Blanks	82	70	123	63	73	74	56	66	79	81	767

The ballots cast in the several precincts were returned to the Town Clerk in the sealed cases. The voting lists used at the entrance to the polling places and at the ballot boxes, and copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

Adjourned at 9:45 P.M., November 8, 1994.

Theodora K. Eaton, CMC

Town Clerk

a true copy
ATTEST:

SPECIAL TOWN MEETING

November 21, 1994

Pursuant to a Warrant issued by the Selectmen October 11, 1994, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Derwood A. Newman Elementary School on Monday, November 21, 1994, at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Checklists were used and 214 voters, including 203 Town Meeting Members, were checked on the list as being present.

The Moderator explained that the presentation of the colors or musical accompaniment does not occur at a Special Town Meeting. In place thereof, a film entitled "Your Needham" was presented. This film was produced as a joint venture between the Needham Business Association and Continental Cablevision.

The meeting was called to order at 7:30 o'clock by the Moderator, Richard P. Melick. The call to the meeting and the officer's return were read by the Town Clerk, the reading of the articles in the Warrant being waived upon motion.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting Family with a common goal: the best interest of the community.
2. Rise to be recognized and address the chair; speak your name so that the Town Clerk can complete her records.
3. Disclosure required by one employed as an attorney by another who is interested in a matter; General By-Laws, Art. I, section 5.
4. If lengthy or complicated motions are not drafted and reviewed by the Moderator prior to being placed on the floor, then the speaker will yield the floor to another speaker while the drafting and formulation process is occurring.
5. Short motions to amend and procedural motions need not be in writing.
6. Parliamentary procedures known as "points of information" and "points of order" shall be strictly construed so as not to elong or permit debate after a motion to move the previous question has been voted in the affirmative.
7. Limits of debate shall be enforced.
8. Questions asked for general information purposes unnecessary for the consideration of the matter on the floor shall be ruled out of order.
9. If a speaker either makes any reference whatsoever to the existence or presence of cameras within the hall or within the sole discretion of the Moderator it is believed that the remarks of the speaker are in any way affected by the existence of the cameras, then in either event the speaker will be ruled out of order and requested to immediately be seated.

10. After a motion to put the previous question has been voted, a member may rise to a point of information only to inquire (1) what the motion or motions are that are to be put pursuant to said vote, or (2) to ask as to the order in which motions are to be so put if there are more than one motion to be voted upon, and for no other purpose.

Unanimous consent was given to adopt the following limits of debate:

25 Minutes - Committee Chairmen, proponents, attorneys representing proponents; subject to extension at the discretion of the Moderator in cases of a building committee report or the like.

10 Minutes - Town Meeting members, non-town meeting members, visitors other than attorneys.

Unanimous consent was given to omit the reading of the substance of each article when reached.

ARTICLE 1: AUTHORIZATION TO EXPEND STATE FUNDS

To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways, authorize the expenditure of \$720,646. provided or to be provided by the Commonwealth of Massachusetts Highway Department under the provision of Chapter 85 of the Acts of 1994; or take any other action relative thereto.

MOVED: That the Town authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways, authorize the expenditure of \$720,646. provided or to be provided by the Commonwealth of Massachusetts Highway Department under the provision of Chapter 85 of the Acts of 1994.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 2: APPROPRIATE FOR SEWER SYSTEM REHABILITATION THROUGH MWRA LOAN PROGRAM

To see if the Town will vote to appropriate \$600,000. for the engineering, construction or reconstruction of sewers, sewerage systems and sewage disposal facilities, consisting of infiltration/inflow improvements; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$600,000. under M.G.L. Chapter 44, section 7(1); that the Treasurer with the approval of the Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Resources Authority ("MWRA") and in connection therewith to enter into a loan agreement and/or security agreement with the MWRA with respect to such loan; and that the Selectmen be authorized to contract for and expend any federal, state or other aid available for the project, including any grant related to such project from the MWRA; or take any other action relative thereto.

MOVED: That the Town appropriate \$600,000. for the engineering, construction or reconstruction of sewers, sewerage systems and sewage disposal facilities, consisting of infiltration/inflow improvements; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$600,000. under M.G.L. Chapter 44, section 7(1); that the Treasurer with the approval of the Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Resources Authority ("MWRA") and in connection therewith to enter into a loan agreement and/or security agreement with the MWRA with respect

to such loan; and that the Selectmen be authorized to contract for and expend any federal, state or other aid available for the project, including any grant related to such project from the MWRA.

Mr. John D. Marr, Jr. addressed this proposal on behalf of the Board of Selectmen. He explained that a similar article was brought before Town Meeting last May. New legislation, however, now provides a method of borrowing to fund this article.

Mr. Paul O'Connor, Chairman, advised that the Finance Committee recommends approval of this Article. He reminded Town Meeting Members that Article 40 of the 1994 Annual Town Meeting (Appropriate for Sewer System Rehabilitation) is also still alive.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 3: FUND COLLECTIVE BARGAINING AGREEMENT POLICE UNITS A & B

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the Needham Police Union Units - A & B; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting to fund same; or take any other action relative thereto.

MOVED: That the Town approve the funding of a collective bargaining agreement between the Town of Needham and the Needham Police Union Units - A & B, and to recommend to amend the necessary line items in the 1995 Operating Budget under Article 21 of the 1994 Annual Town Meeting to fund same.

A motion to discuss Articles 3 and 4 together and vote on them separately was offered by Mr. H. Phillip Garrity, Jr. The motion was presented and carried unanimously by voice vote.

Unanimous consent was given to allow Mr. Carl Valente, Town Administrator and a non-resident, to address Town Meeting.

Mr. H. Phillip Garrity, Jr., Chairman, addressed these proposals on behalf of the Board of Selectmen. He explained that the Town of Needham has tried to have the Police salaries in the median range of the towns in which Needham makes its comparison. Needham currently ranks 17 out of 18 communities. It was determined that the salaries could not be brought up to the average within one year. In order to return to the median average, it would take a three-year contract higher than the 2% increases awarded in the past few years. A slide presentation showed that on 1/1/95 the Needham Police salaries would rank 14 out of 18, on 1/1/96 those salaries would rank 6 out of 18, and on 1/1/97 those salaries would rank 7 out of 18. This represents an 18% wage increase over a three-year period.

Mr. Carl Valente, Town Administrator, reviewed the following new wording in the Police contract:

- * Institute comprehensive managed care procedures for work-related injuries: establish procedures for reporting and decision-making, physical and/or psychological examinations and sick leave accrual.

- * Eliminate MBTA paid detail assignments (Town will save \$15,000 per year not using the police); freeze Town detail rates; and establish administrative fee of 2% on non-Town details to cover the cost of unpaid and uncollectible detail fees.

- * Incorporate sick leave policies and procedures into the agreement.

- * Clarify layoff/recall procedures and policies.

- * Clarify policy and procedures regarding benefits and unpaid leaves of absence.

- * Incorporate vacation benefits into the agreement.

- * Provide for funeral expenses for bargaining unit members killed in the line of duty.

Mr. Valente strongly recommended approval of Articles 3 and 4.

Mr. Richard S. Creem, Chairman, advised that the Personnel Board has reviewed and analyzed the provisions of the Police Units - A & B contracts and unanimously recommends adoption of these articles.

Lt. Paul Hunt read a letter from Police Chief William Slowe endorsing his men and the new contracts. He urged a favorable vote.

Mr. Paul O'Connor, Chairman, recommended adoption of these articles on behalf of the Finance Committee.

In response to an inquiry from Mr. Daniel P. Matthews, Mr. O'Connor advised that the town can fund this contract without a reduction in service and without an override. He explained that money has been set aside to fund the contracts.

Mr. Russell S. Broad, Jr. expressed concern that only three states are forced to use "paid details". In response to an inquiry from Mr. Russell S. Broad, Jr., Mr. Valente explained that the Town uses "paid details" primarily for digging up streets and highways as a safety precaution. Of the approximately \$600,000. spent for paid details, 75% is reimbursed to the town by private contractors.

A motion to move the previous question was offered by Ms. Kathleen M. Lewis. The motion was presented and carried by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 4: FUND COLLECTIVE BARGAINING AGREEMENT - POLICE SUPERIOR OFFICERS ASSOCIATION

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the Police Superior Officers Association; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting to fund same; or take any other action relative thereto.

MOVED: That the Town approve the funding of a collective bargaining agreement between the Town of Needham and the Police Superior Officers Association, and to recommend to amend the necessary line items in the 1995 Operating Budget under Article 21 of the 1994 Annual Town Meeting to fund same.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 5: AMEND THE FISCAL YEAR 1995 BUDGET

To see if the Town will vote to amend and supersede certain parts of the 1995 Operating Budget, adopted under Article 21 at the 1994 Annual Town Meeting by deleting the amounts of money

appropriated under some of the line items and appropriating new amounts for some of the line items, determine how such amounts are to be raised and how expended; or take any other action relative thereto.

MOVED: That the Town vote to amend and supercede certain parts of the 1995 Operating Budget, adopted under Article 21 at the 1994 Annual Town Meeting, as follows:

Line Item	Appropriation	Changing From	Changing To
011	Garbage Collection	\$ 98,000.	\$ 93,000.
012	Insurance, General	565,000.	487,000.
013	Health Insurance	4185,000.	3495,000.
014	Workers Comp.	450,000.	442,000.
016	Uniform Serv.		
	Self Ins.	90,000.	120,000.
018	Maturing Bonds	1150,160.	1703,060.
019	Bond Interest	460,942.	375,000.
022	MWRA Sewer Assessment	3168,885.	3126,468.
023	MWRA Water Assessment	137,835.	129,857.
208	Finance, Capital Outlay	21,350.	24,550.
211	Finance Comm. Reserve	386,066.	562,718.
401	Police, Total Sal.	2523,074.	2616,422.
504	DPW, Cap. Outlay	59,766.	89,766.
602	Health, Pur. of Service	91,441.	94,441.
603	Health, Expenses	10,550.	7,550.
NET CHANGE		(31,237.)	

In response to a general question from Mr. James Hugh Powers regarding possible problems in the overlay account that may cause problems with the current budget and the next Fiscal Year 1996 budget, Mr. Paul O'Connor, Chairman, explained that the Finance Committee is increasing the Reserve Account. The town is losing money to abatements.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 6: AMEND THE GENERAL BY-LAWS (MUNICIPAL BUILDING MAINTENANCE BOARD)

To see if the Town will vote to amend its General By-Laws by adding a new Section 2.12 to read as follows:

"2.12 Municipal Building Maintenance Board

2.12.1 There is established a board that shall be known as the Municipal Building Maintenance Board made up of five members, consisting of the Town Administrator, the Director of Public Works, the Superintendent of Schools, the Director of the Public Library and the Director of Parks and Recreation.

2.12.2 The Board shall meet as often as it deems necessary, but at least once during each calendar month. At its first meeting of the fiscal year it shall elect from its members a

chairperson, who shall preside over its meetings.

2.12.3 The Board shall be responsible for the coordination of the maintenance and care of all town-owned buildings. It shall coordinate the custodial care, and maintenance, and provide repair services to each building owned by the town.

2.12.4 The Board shall appoint a Director of Municipal Building Maintenance, who shall administer, under supervision of the Board, the Department of Municipal Building Maintenance. He/She shall be responsible for the efficient administration of the department and hold office subject to the will of the Board. He/She shall be specially fitted by education, training and experience to perform the duties of said office. He/She shall appoint such assistants, agents and employees as the performance of the duties of the department may require and may remove them.

2.12.5 The Director shall provide for the purchase of all supplies and services, required for the maintenance and ordinary repairs to the town's buildings.;

or take any other action relative thereto.

MOVED: That the Town amend its General By-Laws by adding a new Section 2.12 to read as follows:

"2.12 Municipal Building Maintenance Board

2.12.1 There is established a board that shall be known as the Municipal Building Maintenance Board made up of five members, consisting of the Town Administrator, the Director of Public Works, the Superintendent of Schools, the Director of the Public Library and the Director of Parks and Recreation.

2.12.2 The Board shall meet as often as it deems necessary, but at least once during each calendar month. At its first meeting of the fiscal year it shall elect from its members a chairperson, who shall preside over its meetings.

2.12.3 The Board shall be responsible for the coordination of the maintenance and care of all town-owned buildings. It shall coordinate the custodial care, and maintenance, and provide repair services to each building owned by the town.

2.12.4 The Board shall appoint a Director of Municipal Building Maintenance, who shall administer, under supervision of the Board, the Department of Municipal Building Maintenance. He/She shall be responsible for the efficient administration of the department and hold office subject to the will of the Board. He/She shall be specially fitted by education, training and experience to perform the duties of said office. He/She shall appoint such assistants, agents and employees as the performance of the duties of the department may require and may remove them.

2.12.5 The Director shall provide for the purchase of all supplies and services, required for the maintenance and ordinary repairs to the town's buildings."

The Moderator noted that Mr. Keith M. McClelland,

Chairman, Building and Grounds Study Committee, will ask Town Meeting to vote against the first main motion under Article 6 and to vote for the following second main motion under Article 6:

MOVED: That the Town amend its General By-Laws by adding a new Section 2.12 to read as follows:

"2.12 Municipal Building Maintenance Board

- 2.12.1 There is established a board that shall be known as the Municipal Building Maintenance Board made up of six members, consisting of the Town Administrator, the Director of Public Works, the Director of the Public Library, the Director of Parks and Recreation, the Superintendent of Schools, and the Assistant Superintendent of Administration and Finance of the Schools.
- 2.12.2 The Board shall meet as often as it deems necessary. At its first meeting of the fiscal year it shall elect from its members a chairperson, who shall preside over its meetings.
- 2.12.3 The Board shall be responsible, beginning with Fiscal Year 1996, for the coordination of the maintenance and care of all town-owned buildings. It shall coordinate the custodial care, and maintenance, and provide repair services to each building owned by the town. The Board shall not be responsible for renovations to such buildings or for construction of new buildings by the Town except to the extent that its maintenance and custodial responsibilities are involved in the planning and execution of such construction. The Board shall annually report the condition and maintenance needs of town-owned buildings to Town Meeting.
- 2.12.4 The Board shall appoint a Director of Municipal Building Maintenance, who shall administer the Board's responsibilities under supervision of the Board. The Director shall appoint such assistants, agents and employees as may be required, and may remove them. The Director shall be responsible for the efficient administration of the Board's responsibilities and hold office subject to the will of the Board. The Director shall be specially fitted by education, training and experience to perform the duties of said office.
- 2.12.5 The Director shall provide for the purchase of all supplies and services, required for the maintenance and ordinary repairs to the town's buildings."

Mr. Keith M. McClelland, Chairman, explained that the Building and Grounds Study Committee was directed to look into the town's maintenance issues. The Committee came up with a plan establishing a six-member Municipal Building Maintenance Board to coordinate the maintenance of town buildings. The Committee determined that it would be good for Mr. Mark LaFleur, the new School Building & Grounds Director, to have a dual role and serve as Director on this new Board. It was determined that professional management will increase the maintenance of town buildings. According to Mr. McClelland, the main problem will be money. However, professional management will increase maintenance of town buildings.

Mr. Paul Theodore Owens, Selectman, advised that the Board of Selectmen support this article because it is a balance between the status quo and radical change. This is a first step in which one person will be responsible for the maintenance of all town buildings. The Board is not a policy board, but a group of town

managers each responsible to independent boards. This article will not save money in the Operating Budget, but hopefully in the long run it will help ensure that the money spent on maintenance will be spent wisely.

Mrs. Margaret G. Murphy, member, advised that the School Committee supports the idea of town-wide maintenance. While the School Committee does have some questions, it feels that this is a good first step.

Mr. Paul O'Connor, Chairman, Finance Committee, offered the following motion to amend the second main motion:

Under section 2.12.1 change the words "five members" to "six members", and

Under section 2.12.1 strike the words "and the Assistant Superintendent of Administration and Finance of the Schools" and add "or their designees".

Mr. O'Connor suggested that no department should have more than one representative and under his motion to amend each member can send a representative in his or her place. Mr. O'Connor indicated that the Finance Committee anticipates moving maintenance costs from each department into this new budget.

Roma Jean Brown, Chairman, advised that the Library Trustees support Article 6 and believe that going to town-wide maintenance and care is in the best interests of the Town. Mrs. Brown expressed appreciation for the recognition of good library maintenance.

Mr. David L. Gillmeister questioned the appointment of a Director prior to the appropriation of money. The following motion to amend the second main motion was offered by Mr. David L. Gillmeister:

Under section 2.12.4, strike the following words: "The Director shall appoint such assistants, agents and employees as may be required, and may remove them. The Director shall be responsible for the efficient administration of the Board's responsibilities and hold office subject to the will of the Board. The Director shall be specially fitted by education, training and experience to perform the duties of said office."

Mr. McClelland noted that in section 2.12.3, this board does not begin until Fiscal 1996 and cannot spend any money if it is not appropriated.

Mr. William M. Powers spoke in opposition to Article 6. He expressed concern that there is no money and that the School Department has a department for maintenance already in place. Maintenance is more than just cleaning buildings. Mr. Powers' agreed with the intent but not the means. Mr. Robert Y. Larsen also spoke in opposition to this article and questioned adding a new position and responsibilities.

Mr. James Hugh Powers expressed concern that the voters are tired and mad. The time of evasion and excuses is over. Mr. Powers indicated that Town Meeting should accept this proposal and send a message to the voters that we are prepared for change.

Mr. Thomas M. Alpert spoke against Mr. O'Connor's motion to amend the second main motion to five members and offered the following motion to amend:

At the end of section 2.12.1 delete the punctuation mark ".", add ",", and the words "or their designees."

Mrs. Joan Johnson suggested that Ridge Hill and the Pine

Street house should also be on the list of town buildings to be maintained.

Mr. H. Phillip Garrity, Jr., Chairman, Board of Selectmen, explained that the status quo is not working. This is the first time jurisdictions have come together. The Town needs coordination. Mr. Mark LaFleur, the new Director of School Buildings and Grounds, has been doing this in the Town of Winchester. It just doesn't make any sense that the Town has people who can do a job, but can't because they can't cross jurisdictions.

A motion to move the previous questions was offered by Mr. Jason L. Levy. The motion was presented and carried by voice vote.

ACTION: The first main motion was presented, but it failed to pass unanimously by voice vote.

Mr. Daniel P. Matthews expressed concern that this coordination is not going to solve problems. This appears to be a policymaking board and this article takes department heads and makes them policymakers, or removes the policymaking decisions from the Town. The problem is that there is not enough money being spent to maintain Town buildings.

A motion to refer the subject matter of Article 6 back to the Building and Grounds Study Committee for further study was offered by Mr. Daniel P. Matthews.

A motion to move the previous question on the second main motion and all motions presently on the floor was offered by Mr. John H. Cogswell. The motion was presented, but the Moderator was in doubt as to the voice vote. The motion was presented again, and the Moderator was still in doubt as to the voice vote. The following Town Meeting Members were sworn in as tellers by the Moderator: Michelle McQuillen, Foster S. Crook, Harriet D. Tippet, Leroy J. Nutile, Betsy M. Tedoldi, and Richard S. Creem. The motion, which requires a two-thirds vote, was again presented, but it failed to pass by a count of hands. The hand count was Yes 96 - No 84.

The following Town Meeting members spoke in favor of Mr. Matthews' motion to refer: Barbara K. Popper, Susan W. Abbott, and Sheila G. Pransky.

Mr. Keith M. McClelland opposed Mr. Matthews' motion to refer. He suggested the need to pass this article so that the funding will be passed next Spring and the Municipal Building Maintenance Board can start next Summer.

After a brief discussion, a motion to move the previous question was offered by Mr. Robert A. Downs. The motion was presented and carried by voice vote.

Mr. Matthews' motion to refer was presented, but it failed to pass by voice vote.

Mr. O'Connor's motion to amend was presented and carried by voice vote.

Mr. Gillmeister's motion to amend was presented, but it failed to pass by voice vote.

ACTION: The second main motion, as amended, was presented and carried by voice vote. Mr. Daniel P. Matthews rose to question the vote and was joined by the required seven or more Town Meeting members. The motion was again presented and carried by a count of hands. The hand count was Yes 124 - No 50.

VOTED: That the Town amend its General By-Laws by adding a new Section 2.12 to read as follows:

"2.12 Municipal Building Maintenance Board

2.12.1 There is established a board that shall be known as the Municipal Building Maintenance Board made up of five members, consisting of the Town Administrator, the Director of Public Works, the Director of the Public Library, the Director of Parks and Recreation, the Superintendent of Schools, or their designees.

2.12.2 The Board shall meet as often as it deems necessary. At its first meeting of the fiscal year it shall elect from its members a chairperson, who shall preside over its meetings.

2.12.3 The Board shall be responsible, beginning with Fiscal Year 1996, for the coordination of the maintenance and care of all town-owned buildings. It shall coordinate the custodial care, and maintenance, and provide repair services to each building owned by the town. The Board shall not be responsible for renovations to such buildings or for construction of new buildings by the Town except to the extent that its maintenance and custodial responsibilities are involved in the planning and execution of such construction. The Board shall annually report the condition and maintenance needs of town-owned buildings to Town Meeting.

2.12.4 The Board shall appoint a Director of Municipal Building Maintenance, who shall administer the Board's responsibilities under supervision of the Board. The Director shall appoint such assistants, agents and employees as may be required, and may remove them. The Director shall be responsible for the efficient administration of the Board's responsibilities and hold office subject to the will of the Board. The Director shall be specially fitted by education, training and experience to perform the duties of said office.

2.12.5 The Director shall provide for the purchase of all supplies and services, required for the maintenance and ordinary repairs to the town's buildings.

The following resolution under Article 6 is offered by Mr. Keith M. McClelland:

Resolved, that it is the sense of this Town Meeting that the Municipal Building Maintenance Board shall prepare, in time for the 1995 Annual Town Meeting, detailed recommendations on how to best coordinate the maintenance and care of all town buildings. These recommendations shall address issues of staffing, lines of authority and responsibility, transition from the current system, budgeting, and, if necessary, additional changes to the Town's General By-Laws for Fiscal Year 1996 and beyond. The recommendations for Fiscal Year 1996 shall be developed in time to allow the Finance Committee and the relevant Town Departments and Boards to modify budgets and otherwise respond before the Annual Town Meeting.

Mr. McClelland's resolution was presented and carried by voice vote.

At this time Mr. H. Phillip Garrity, Jr., Chairman, Board of Selectmen, addressed Town Meeting. He announced that he has been in office since 1970 and he will not stand for re-election this Spring. He noted that he has been a Town Meeting Member since 1966, a member of the Finance Committee, and a member of the Board of Selectmen serving as Chairman of that Board eight times. He expressed his strong belief in this Representative Town Meeting form of government and suggested that what the residents of this Town have to say is important and they are heard. He noted that the Board of Selectmen has never moved the previous question and hoped that it never would do so. Mr. Garrity received a standing ovation after thanking all for the many interesting meetings over the years - 144 in total of which his wife, Carolyn, attended about 95%.

At 11:30 P.M. the following Resolutions were offered by the Board of Selectmen:

RESOLUTION

In Memory of Dana W. Story, Jr.

- WHEREAS, Dana W. Story, Jr., was a long-time Needham resident, and
- WHEREAS, His conscientious service to the community will be long remembered by all of its citizens, and
- WHEREAS, Dana W. Story, Jr. was a Town Meeting Member with perfect attendance for 9 years, and
- WHEREAS, His service to the community included elected membership on the Park and Recreation Commission for Seven years, a member of the Needham Lion's Club for Fourteen years, a member of the Needham Boosters Club for Eighteen years, four years as president, a past president of the Needham Soccer Club, a Fourteen year member of the Community Council, a member of the Community Center Study Committee, a member of the Needham Republican Club and the Order of the Eastern Star,

NOW, THEREFORE, BE IT RESOLVED that this Town Meeting extends its condolences to his wife, Joan, and their three children Julianne, Denise and Dana III, and

FURTHER, BE IT RESOLVED by this body that this Special Town Meeting be dissolved in memory of the many contributions to the Town of Needham by our friend, colleague and neighbor Dana W. Story, Jr.

RESOLUTION

In Memory of David Channing Crocker

- WHEREAS, David Channing Crocker was born in Boston in 1930 and moved to Needham with his family in 1931, and
- WHEREAS, He was a quiet man whose conscientious service to the community will be long remembered by all of its citizens, and
- WHEREAS, David Channing Crocker was a Town Meeting Member for 31 years, and

WHEREAS, His life-long interest in radio developed skills that he used in public service as a communications officer and second in command of the Town's Civil Defense, and

WHEREAS, He was a member of the Exchange Club, of the American Radio Relay League, the American Civil Liberties Union, CORE, the Quarter Century Wireless Association, and was active in the NAACP and METCO,

NOW, THEREFORE, BE IT RESOLVED that this Town Meeting extends its condolences to his wife, Roberta and his children William H., Deborah A. Crocker-Buta, and Arthur R., and

FURTHER, BE IT RESOLVED by this body that this Special Town Meeting be dissolved in memory of the many contributions to the Town of Needham by our friend, colleague and neighbor David Channing Crocker.

ACTION: Both Resolutions were presented and carried unanimously by voice vote.

Theodora K. Eaton, CMC,
Town Clerk

A true copy
ATTEST:

RECORD OF THE ANNUAL TOWN ELECTION

MONDAY, APRIL 10, 1995

Pursuant to a Warrant issued by the Selectmen March 14, 1995 the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Monday, the tenth day of April in the year 1995 at forty-five minutes after six o'clock in the forenoon.

The meeting was called to order and the Warrant and the Officer's Return were read by the Warden of the Precincts, the reading of the articles in the Warrant being waived upon motion.

The ballot clerks were sworn to the faithful performance of their duties by their respective Wardens.

The polling placeS had been designated as follows:

Precinct A - Hillside School - Gymnasium
 Precinct B - Hillside School - Gymnasium
 Precinct C - Newman School - Gymnasium
 Precinct D - High Rock School (Rashi School) (Gym)
 Precinct E - Pollard Middle School - Room 226
 Precinct F - Stephen Palmer Community Room
 Precinct G - Broadmeadow School - Gymnasium
 Precinct H - Broadmeadow School - Gymnasium
 Precinct I - William Mitchell School - Gymnasium
 Precinct J - William Mitchell School - Gymnasium

The polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

ARTICLE 1: ANNUAL TOWN ELECTION

To choose by ballot the following Town Officers:

One Moderator for One Year;
 One Selectman for Three Years;
 One Town Clerk for Three Years;
 One Assessor for Three Years;
 Three Members of School Committee for Three Years;
 Two Trustees of Memorial Park for Three Years;
 Two Trustees of Needham Public Library for Three Years;
 One Member of Board of Health for Three Years;
 One Member of Planning Board for Five Years;
 One Member of Needham Housing Authority for Five Years;
 One Commissioner of Trust Funds for Three Years;
 One Commissioner of Trust Funds for Two Years;
 Two Members of Park & Recreation Commission for Three Years;
 One Member of Park and Recreation Commission for Two Years;
 Nine Town Meeting Members from Precinct A for Three Years;
 Nine Town Meeting Members from Precinct B for Three Years;
 Nine Town Meeting Members from Precinct C for Three Years;
 Nine Town Meeting Members from Precinct D for Three Years;
 One Town Meeting Member from Precinct D for Two Years;
 One Town Meeting Member from Precinct D for One Year;
 Eight Town Meeting Members from Precinct E for Three Years;
 Eight Town Meeting Members from Precinct F for Three Years;
 One Town Meeting Member from Precinct F for One Year;
 Eight Town Meeting Members from Precinct G for Three Years;
 One Town Meeting Member from Precinct G for One Year;
 Eight Town Meeting Members from Precinct H for Three Years;
 Eight Town Meeting Members from Precinct I for Three Years;
 Eight Town Meeting Members from Precinct J for Three Years;
 One Town Meeting Member from Precinct J for Two Years.

The ballot box returns in the Precincts were as follows:

PRECINCTS	A	B	C	D	E
7:00 A.M.	0	0	0	3	3
8:00 A.M.	11	15	12	25	38
9:00 A.M.	27	28	44	42	56
10:00 A.M.	34	47	74	68	85
11:00 A.M.	54	55	107	94	102
12:00 NOON	72	72	144	110	127
1:00 P.M.	80	82	180	121	150
2:00 P.M.	100	97	206	134	174
3:00 P.M.	108	113	249	155	196
4:00 P.M.	117	129	286	175	217
5:00 P.M.	143	153	324	197	253
6:00 P.M.	167	185	364	247	309
7:00 P.M.	193	220	405	281	354
8:00 P.M.	212	247	448	331	403

PRECINCTS	F	G	H	I	J
7:00 A.M.	0	6	3	3	0
8:00 A.M.	35	34	25	15	24
9:00 A.M.	60	44	45	36	41
10:00 A.M.	87	54	66	54	60
11:00 A.M.	112	80	94	78	80
12:00 NOON	130	101	114	97	93
1:00 P.M.	152	123	134	120	113
2:00 P.M.	178	134	160	135	130
3:00 P.M.	198	151	190	167	153
4:00 P.M.	224	178	218	191	178
5:00 P.M.	265	213	256	228	211
6:00 P.M.	307	246	300	289	252
7:00 P.M.	349	300	338	350	303
8:00 P.M.	397	368	390	419	352

The Town Clerk upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 10:30 P.M., April 10, 1995.

(The absentee ballots are included in the Total Vote)

TOTAL VOTE CAST: 3,566 - 20.14%

The result of the balloting was as follows:

	<u>TOWN OFFICES</u>										
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
Total Number of Votes Cast	212	247	449	331	403	397	368	391	416	352	3,566
MODERATOR (for one year)(Vote for One)											
Richard P. Melick	152	171	333	257	282	277	268	275	290	249	2,554
Scattered Write-Ins	-	2	3	2	-	1	5	2	3	2	20
Blanks	60	74	113	72	121	119	95	114	123	101	992
SELECTMAN (for three years)(Vote for One)											
Mary Jane Baker	39	43	110	59	125	106	108	84	135	91	900
Daniel P. Matthews	111	100	138	134	117	153	135	144	142	138	1,312
William M. Powers	55	90	143	127	142	129	110	147	121	110	1,174
Scattered Write-ins	-	-	-	2	-	-	1	1	1	2	7
Blanks	7	14	58	9	19	9	14	15	17	11	173
TOWN CLERK (for three years)(Vote for One)											
Theodora K. Eaton	155	185	336	263	293	290	277	279	305	262	2,645
Scattered Write-Ins	-	1	2	-	1	-	1	-	2	-	7
Blanks	57	61	111	68	109	107	90	112	109	90	914
ASSESSOR (for three years)(Vote for One)											
John F. Milligan	85	115	199	167	159	198	142	170	185	142	1,562
James T. Mulroy	75	82	137	117	146	126	133	134	122	138	1,210
Scattered Write-Ins	-	-	-	-	-	1	1	-	1	-	3
Blanks	52	50	113	47	98	72	92	87	108	72	791
SCHOOL COMMITTEE (for three years)(Vote for NOT MORE THAN THREE)											
Karl H. Clauset, Jr.	115	145	258	217	247	232	242	210	247	214	2,127
Sheila G. Pransky	106	125	242	183	175	201	181	186	179	179	1,757
Joseph A. Thissell	101	128	222	178	197	202	181	239	218	193	1,859
Scattered Write-Ins	-	1	3	-	2	3	5	2	3	2	21
Blanks	314	342	622	415	587	553	495	536	601	468	4,934
TRUSTEE OF MEMORIAL PARK (for three years)(Vote for NOT MORE THAN TWO)											
Charles J. Mangine	133	154	260	208	249	256	236	242	241	236	2,215
Ron Sockol	124	152	272	220	229	236	227	242	236	215	2,153
Scattered Write-Ins	-	1	-	-	-	-	1	1	1	-	4
Blanks	167	187	366	234	328	302	272	297	354	253	2,760
TRUSTEE OF NEEDHAM PUBLIC LIBRARY (for three years)(Vote for NOT MORE THAN TWO)											
Lois C. Bacon	111	151	247	210	192	237	202	197	210	199	1,956
John G. Bonvouloir	67	84	111	77	113	109	105	112	116	126	1,020
Gail B. Hedges	105	125	206	175	210	177	176	195	192	163	1,724
Scattered Write-Ins	-	-	-	-	-	1	2	-	-	-	3
Blanks	141	134	334	200	291	270	251	278	314	216	2,429
BOARD OF HEALTH (for three years)(Vote for ONE)											
David C. Bellinger	84	95	175	110	153	177	163	153	170	148	1,428
A. Raymond Taurasi	95	113	162	181	152	149	131	162	153	141	1,439
Scattered Write-Ins	-	-	1	-	-	-	-	-	-	-	1
Blanks	33	39	111	40	98	71	74	76	93	63	698
PLANNING BOARD (for five years)(Vote for ONE)											
David W. Kunhardt	126	140	283	207	226	228	220	218	225	211	2,084
Scattered Write-Ins	-	-	4	2	1	1	1	1	1	-	11
Blanks	86	107	162	122	176	168	147	172	190	141	1,471
NEEDHAM HOUSING AUTHORITY (for five years)(Vote for ONE)											
Paulette J. Turner	127	138	257	194	217	225	210	219	218	190	1,995
Scattered Write-Ins	-	1	2	7	1	4	2	1	1	2	21
Blanks	85	108	190	130	185	168	256	171	197	160	1,548

TOWN OFFICES

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>I</u>	<u>TOTAL</u>
Total Number of Votes Cast	212	247	449	331	403	397	368	391	416	352	3,566

COMMISSIONER OF TRUST FUNDS (for three years)(Vote for ONE)

David S. Kennedy	96	102	199	146	181	205	208	198	187	163	1,685
Ford H. Peckham	54	84	85	96	111	94	71	95	106	99	895
Scattered Write-Ins	-	1	-	-	-	-	1	-	-	-	2
Blanks	62	60	165	89	111	98	88	98	123	90	984

COMMISSIONER OF TRUST FUNDS (for two years)(Vote for ONE)

Michael M. Monahan	117	141	257	191	208	210	203	221	220	202	1,970
Scattered Write-Ins	-	-	1	-	-	-	1	-	2	-	4
Blanks	95	106	191	140	195	187	164	170	194	150	1,592

PARK & RECREATION COMMISSION (for three years)(Vote for NOT MORE THAN TWO)

Jeffrey I. Meropol	108	130	201	176	204	207	225	197	220	190	1,858
James F. Sargent	125	151	247	206	220	226	230	227	238	208	2,078
William H. Hoeffler	56	75	97	85	91	92	70	103	105	73	847
Scattered Write-Ins	-	-	-	-	3	1	1	-	-	1	6
Blanks	135	138	353	195	288	268	210	255	269	232	2,343

PARK & RECREATION COMMISSION (for two years)(Vote for ONE)

Thomas J. Conroy	98	106	173	167	165	173	161	241	219	185	1,688
Richard B. Weitzen	63	94	120	94	157	131	135	73	100	88	1,055
Scattered Write-Ins	-	-	1	-	2	-	-	1	-	-	4
Blanks	51	47	155	70	79	93	72	76	97	79	819

TOWN MEETING MEMBERS

* Not Elected

PRECINCT A (for three years)(Vote for NOT MORE THAN NINE)

Robert E. Hoban, Jr.	117	Blanche D. Randall	108
John P. Bleakney	113	Paulette J. Turner	104
Richard S. Luskin	109	Michael H. Gurwitz	103
Herbert Robinson	109	Sydney Randall	102
Margaret T. Powers	109	Scattered Write-Ins	1

PRECINCT B (for three years)(Vote for NOT MORE THAN NINE)

Patricia A. Baker	126	John D. Woodley	107
Trude R. Ide	125	John M. O'Hara	101
Meredith P. Page	119	Sandra E. Jaszek	101
Deborah H. Anastas	117	* Jason L. Levy	99
Thomas M. Alpert	116	* Ronald E. Goodstein	74
A. Fay Remnitz	112	Scattered Write-Ins	1

TOWN MEETING MEMBERS

* Not Elected

PRECINCT C (for three years)(Vote for NOT MORE THAN NINE)

J. Darrison Sillesky	234	Christine M. Harvey	159
Patricia Berkey Boyd	184	William H. Dugan, Jr.	155
Rita A. Russian	182	* Daniel P. Messing	154
John H. Cogswell	179	* Joseph H. Silverman	112
Stanton H. Davis	168	* Michael J. Shields	108
Linda A. Shaughnessy	168	Scattered Write-Ins	8
Judith S. Lebow	161		

PRECINCT D (for three years)(Vote for NOT MORE THAN NINE)

A. Raymond Taurasi	196	Kathleen M. Lewis	178
Joan E. Adams	195	Write-Ins:	
Elizabeth B. Kloss	190	* Ilene Hoffman	4
Patricia A. Taurasi	187	* Ronald L. Morrison	4
Kathy L. Killeen	185	* Lois C. Bacon	3
Bradford S. Barnes	182	Scattered Write-Ins	12
Diane S. Webber	179		

PRECINCT D (for two years)(Vote for ONE)

Charles W. Keith	201	Scattered Write-Ins	1
------------------	-----	---------------------	---

PRECINCT D (for one year)(Vote for NOT MORE THAN TWO)

Patricia A. Forte	206	* Ronald L. Morrison	1
Write-Ins:		* Jeffrey S. Seiden	1
* Ruth E. Harper	1	* Alexander J. Zaleski	1

PRECINCT E (for three years)(Vote for NOT MORE THAN EIGHT)

Margaret G. Murphy	185	* Ford H. Peckham	113
Gregory H. Birne	166	* Edmund V. Donnelly	111
Roma Jean Brown	163	* Michael J. O'Leary, Jr.	106
Elinor R. Devlin	158	* Carol A. Tracy	105
Cindy B. Levine	157	* Paul J. Durda	100
Ann DerMarderosian	145	* Edward Nowak, Jr.	83
Linda J. George	134	* Jeffrey Kleiman	80
Lawrence R. Cummings	131	Scattered Write-Ins	3

PRECINCT F (for three years)(Vote for NOT MORE THAN EIGHT)

John J. Naughton, Jr.	215	Sandra Balzer Tobin	198
Richard W. Davis	208	Michael M. Monahan	198
Gregory John Shesko	203	Bernard H. Ford	177
Maurice P. Handel	203	Scattered Write-In:	
Susan M. Anderson	198	* John G. Bonvouloir	1

PRECINCT F (for one year)(Vote for ONE)

Ellen T. Sherman	240	Scattered Write-Ins	2
------------------	-----	---------------------	---

TOWN MEETING MEMBERS

* Not Elected

PRECINCT G (for three years)(Vote for NOT MORE THAN EIGHT)

Susan W. Abbott	208	Sheila G. Pulver	175
Robert T. Heald	198	Robert T. Smart, Jr.	173
Barbara K. Popper	189	* Karl Heinz	153
Mary Ann Oldfield	186	* Paul D. McDonough	113
George L. Keleher	185	Scattered Write-In	1
David S. Kennedy	180		

PRECINCT G (for one year)(Vote for NOT MORE THAN TWO)

William R. Herd, III	213	Scattered Write-Ins	3
Thomas M. Hefferon	190		

PRECINCT H (for three years)(Vote for NOT MORE THAN EIGHT)

Joseph A. Thissell	238	James S. Harrington	211
Eugene S. McMorro	223	Barbara R. Wilmot	205
Leroy J. Nutile	219	Caroline Q. McElroy	200
Nancy E. McCarthy	218	John E. Comando	186
		Scattered Write-Ins	8

PRECINCT I (for three years)(Vote for NOT MORE THAN EIGHT)

Paul F. Denver	209	Neil O. Alper	177
Susan M. Burt	206	Michele M. McQuillen	173
Robert E. Chase	188	Michael K. Fee	170
Diane Perry Matthews	185	* Emilie S. Hitron	156
John W. Day	184	* Joseph J. Floyd	117
		Scattered Write-Ins	2

PRECINCT I (for one year)(Vote for ONE)

Vicki E. Lannigan	235	Scattered Write-Ins	2
-------------------	-----	---------------------	---

PRECINCT J (for three years)(Vote for NOT MORE THAN EIGHT)

William R. Dermody	215	Michael J. Greis	173
John J. Gill	213	Scattered Write-Ins	
Marcia C. Mather	205	* Jeffrey A. Swartz	6
Emily M. Salaun	186	* Brian J. Hallahan	4
Laurel C. Zangerl-Salter	186	* J. J. Markella	2
Lynne D. Stern	185	* B. Alicen	2
James Glickman	181	Scattered Write-Ins	7

PRECINCT J (for one year)(Vote for ONE)

Scattered Write-Ins:			
Brian J. Hallahan	19	* Wm. O'Brien	2
* J. Schwartz	9	* J. Chatelain	2
* M. B. Cooley	6	* S. Liss	2
* W. Perlman	6	* Jean Schwartz	2
A. Crocker	3	* Scattered Write-ins	20

The ballots cast in the several precincts were returned to the Town Clerk in the sealed containers. The voting lists use at the entrance to the polling place and at the ballot boxes and a copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

Adjourned at 11:00 P. M., April 10, 1995.

Theodora K. Eaton, CMC/AAE

Town Clerk

a true copy
ATTEST:

ELECTION #1
(To Break Tie Vote in Precinct D
for Write-In Candidates)

Tuesday, April 26, 1995
7:00 P.M.

In accordance with Section 6, Chapter 403 of the Acts of 1971 (Town Charter), a meeting of the Town Meeting Members from Precinct D was held on Tuesday evening, April 26, 1995 for the purpose of electing one of two write-in candidates receiving tie votes for the three-year term. A quorum was present; ballots were cast with the following results:

Ronald L. Morrison	10 Votes
Ilene Hoffman	4 Votes

Theodora K. Eaton, CMC/AAE
Town Clerk

Attest:

ELECTION #2
(To Break Tie Vote in Precinct D
for Write-In Candidates)

Tuesday, April 26, 1995
7:00 P.M.

In accordance with Section 6, Chapter 403 of the Acts of 1971 (Town Charter), a meeting of the Town Meeting Members from Precinct D was held on Tuesday evening, April 26, 1995 for the purpose of electing one of two write-in candidates receiving tie votes for the one-year term. A quorum was present; ballots were cast with the following results:

Ruth E. Harper	0 Votes
Ronald L. Morrison	0 Votes
Jeffrey S. Seiden	13 Votes
Alexander J. Zaleski	1 Vote

Theodora K. Eaton, CMC/AAE
Town Clerk

Attest:

WARRANT ARTICLE INDEX

<u>Article</u>	<u>Descriptive Title</u>	<u>Page</u>
1.	Annual Town Election	17-22
2.	Committee/Officer Reports	30
3.	Street Acceptance	26-27
4.	Amend Zoning By-law - Section I	27
5.	Amend Zoning By-law - Build Factor	27/28
6.	Amend Zoning By-law - Technical Changes in Residential Compound Section	28
7.	Amend Zoning By-law - Special Conditions	28
8.	Amend Zoning By-law - Reference Correction	28
9.	Amend Zoning By-law - Accessory Uses	30/31
10.	Fund Collective Bargaining Agreement - DPW / NAGE	31
11.	Fund Collective Bargaining Agreement - Independent Town Workers Association	31
12.	Fund Collective Bargaining Agreement - International Association of Fire Fighters, Local 1706, Units A, B, & C	31
13.	Amend Classification and Standard Rates of Compensation	31,35-39
14.	Establish Elected Officials' Salary	40
15.	Amend Consolidated Personnel By-Law	41
16.	Appropriate the FY96 Operating Budget	42-45
17.	Appropriate the FY96 Water Enterprise Fund Budget	46
18.	Appropriate the FY96 Sewer Enterprise Fund Budget	46
19.	Appropriate for Revaluation Expenses	26/46
20.	Appropriate for WWII Commemorative Celebration	41/46
21.	Appropriate for Tax Work-off Program	41/42/46
22.	Continue Revolving Fund - School Busing	46/47
23.	Continue Revolving Fund - Memorial Park	47
24.	Continue Revolving Fund - Local Transportation	47
25.	Continue Revolving Fund - Yard Waste Processing Program	28/29/47
26.	Accept MGL Chapter 73, Section 4 of the Acts of 1986 (Continuation of Property Tax Exemption Income Limits)	47/48
27.	Adjust Travel Reimbursement for Personal Cars on Town Business	29/48
28.	Authorization to Expend State Funds	29/48
29.	Transfer of Undesignated Fund Balance	42/48
30.	Appropriate for Newman School Renovations (Phase 2)	48
31.	Appropriate for Mitchell School ADA Alterations	48
32.	Appropriate for Newman School Grounds	42/48

<u>Article</u>	<u>Descriptive Title</u>	<u>Page</u>
33.	Appropriate for DPW Sidewalk Tractor	49
34.	Appropriate for Hillside School Parking Area	49
35.	Appropriate for Water System Rehabilitation	49
36.	Appropriate for DPW Equipment Replacement	49
37.	Appropriate for Great Plain Avenue Pumping Station/Force Sewer Main	49/50
38.	Appropriate for Mapping System for I / I Projects	50
39.	Appropriate for Recycling Expansion (Phase 2)	50
40.	Appropriate for Solid Waste Transfer Building	26/50
41.	Appropriate for Transfer Station Access Road	50
42.	Appropriate for Eliot School Portable Classrooms	50
43.	Appropriate for Fire Department Jaws of Life	26/51
44.	Appropriate for Fire Department Radio Upgrade	51
45.	Appropriate for Fire Department Alarm Cabling	26/51
46.	Appropriate for Pollard School Ventilation and Air Conditioning System	51
47.	Appropriate for School Sidewalk Reconstruction	51
48.	Appropriate for Rosemary Pool Study	26/52
49.	Appropriate for Park & Recreation Park Repairs	42/52
50.	Amend Town Charter - Section 17	52
51.	Amend General By-laws, Section 10.2.2.6.D.	52
52.	Amend General By-laws, Section 4.4.1	52
53.	Amend General By-laws, Article 5	29/53
54.	Amend General By-laws, Section 10.2.2.3 (S)	29/53
55.	Amend General By-laws, Section 2.7.3.	53
56.	Amend General By-laws, Section 10.1.2.	29/53
57.	Establish Public Buildings Design Review Committee	53-54/55
58.	Establish Town Building Study Committee	55
59.	Establish a Study Committee on School Financing	55-56
60.	Continue Community Center Study Committee	56
61.	Continue Parking Facilities Study Committee	56-57
62.	Continue School Safety Study Committee	30/56
63.	Continue School Department Facilities Building Committee	56
64.	Continue Solid Waste Disposal/Recycling Advisory Committee	30/57
65.	Omnibus Article	57-58

SPECIAL TOWN MEETING WARRANT ARTICLE INDEX - May 3, 1995

<u>Article</u>	<u>Descriptive Title</u>	<u>Page</u>
1.	Street Acceptance	32
2.	Fund Collective Bargaining Agreement International Association of Firefighters, Local 1706, Units A, B, & C	32/33
3.	Fund Collective Bargaining Agreement International Association of Firefighters, Local 1706, Units A, B, & C	33
4.	Fund Collective Bargaining Agreement DPW/NAGE	33
5.	Amend the Fiscal Year 1995 Budget	33/34
6.	Appropriate For High School Boiler Replacement	34/35

ANNUAL TOWN MEETING FOR THE TRANSACTION OF BUSINESS

May 1, 1995

Pursuant to a Warrant issued by the Selectmen March 14, 1995, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman School on Monday, May 1, 1995, at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 250 voters, including 237 Town Meeting Members, were checked on the list as being present.

The John Eliot School Chorus, directed by Music Teacher Sandra Eddy and Principal Miriam Kronish, performed prior to the call to the meeting.

The meeting was called to order at 7:30 o'clock by the Moderator, Richard P. Melick. The colors were presented by Eagle Scout James Baker, Troop 10, and Jenne Colasacco, a Gold Award Girl Scout and daughter of Town Meeting Member Marsha C. Salett, while those present joined in singing "America The Beautiful" under the direction of the John Eliot School Chorus.

At the designation of Dawna Keene, President of the Needham Clergy Association, Reverend Richard C. Nichol, Congregational Leader, Congregation Ruach Israel, gave the invocation.

The Moderator recognized Mr. Henry Hicks, Curator of the Needham Historical Society, for the purpose of narrating a WW II video. Following this presentation, the call to the meeting and the officer's return were read by the Town Clerk, the reading of the articles in the Warrant being waived upon motion.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting Family with a common goal: the best interest of the community.
2. Rise to be recognized and address the chair; speak your name so that the Town Clerk can complete her records.
3. Disclosure required by one employed as an attorney by another who is interested in a matter; General By-Laws, Art. I, section 9.
4. Any speaker who addresses the merits of a matter shall not be permitted to place on the floor immediately following the speaker's remarks, a motion to move the previous question or a motion to limit debate; General By-Laws, Art. I, section 6.
5. If lengthy or complicated motions are not drafted and reviewed by the Moderator prior to being placed on the floor, then the speaker will yield the floor to another speaker while the drafting and formulation process is occurring. Short motions to amend and procedural motions need not be in writing.

6. Parliamentary procedures known as "points of information" and "points of order" shall be strictly construed so as not to elong or permit debate after a motion to move the previous question has been voted in the affirmative.

7. Limits of debate shall be enforced.

8. Questions asked for general information purposes unnecessary for the consideration of the matter on the floor shall be ruled out of order.

9. If a speaker either makes any reference whatsoever to the existence or presence of cameras within the hall or within the sole discretion of the Moderator it is believed that the remarks of the speaker are in any way affected by the existence of the cameras, then in either event the speaker will be ruled out of order and requested to immediately be seated.

10. After a motion to put the previous question has been voted, a member may rise to a point of information only to inquire (1) what the motion or motions are that are to be put pursuant to said vote, or (2) to ask as to the order in which motions are to be so put if there be more than one motion to be voted upon, and for no other purpose.

Unanimous consent was given to adopt the following limits of debate:

25 Minutes - Committee Chairmen, proponents, attorneys representing proponents; subject to extension at the discretion of the Moderator in cases of a building committee report or the like.

10 Minutes - Town Meeting members, non-town meeting members, visitors other than attorneys.

Changes in affirmative motions contrasted with articles were noted by the Moderator.

The Moderator announced that the proponents of Articles 10, 12, 19, 33, 38, 39, 40, 42, 43, 45, and 48 requested unanimous consent to withdraw these articles. Town Meeting Members indicated that there were objections to the withdrawal of Articles 10, 12, 33, 38, 39, and 42. It was voted unanimously to withdraw Articles 19, 40, 43, 45, and 48.

The Moderator asked unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to "question" or "debate" should so indicate when the number was called and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

The Moderator then proceeded to call each article in the Warrant by number commencing with Article No. 3. No Town Meeting Member responded with "question" or "debate" to the following articles: 3, 4, 5, 6, 7, 8, 25, 27, 28, 53, 54, 56, 62, and 64.

Under Article 3, a motion to amend was offered by Mr. John D. Marr, Jr. to delete the following words: "Frank Street From Horace Street to William Street, a distance of approximately 445 feet". It was unanimously voted. *

The Moderator then called each of the above-mentioned articles by number and no objection was heard to adoption by unanimous consent. The Moderator stated that the Town Counsel had filed copies of an affirmative motion for each article with the Town Clerk on April 25, 1995, and that the motions had been available for public scrutiny since that date. It was moved that all

affirmative motions for the above-mentioned articles be adopted by unanimous consent. It was so unanimously voted and the Town Clerk was requested to so record. As a result thereof, said articles and the votes thereunder are as follows:

ARTICLE 3: STREET ACCEPTANCE

To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

Cogswell Court	From Broadmeadow Road southeasterly, a distance of approximately 190 feet.
Myrtle Street	From Willow Street northwesterly, a distance of approximately 245 feet.
Pine Hill Drive	From Grove Street easterly, a distance of approximately 660 feet.
Lynn Road	From William Street to Frank Street, a distance of approximately 907 feet.
William Street	From Sunnyside Road to Frank Street, a distance of approximately 1,002 feet.
Frank Street	From Horace Street to William Street, a distance of approximately 445 feet.

or take any other action relative thereto.

MOVED: That the Town vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

Cogswell Court	From Broadmeadow Road southeasterly, a distance of approximately 190 feet.
Myrtle Street	From Willow Street northwesterly, a distance of approximately 245 feet.
Pine Hill Drive	From Grove Street easterly, a distance of approximately 660 feet.
Lynn Road	From William Street to Frank Street, a distance of approximately 907 feet.
William Street	From Sunnyside Road to Frank Street, a distance of approximately 1,002 feet.

ACTION: So voted by unanimous vote.

(* See amendment to Article 3 above.)

ARTICLE 4: AMEND ZONING BY-LAW - SECTION 1

To see if the Town will vote to amend the Zoning By-Law, Section 1.4 Non-Conformance, as follows:

- (1) In Section 1.4 Non-Conformance, by redesignating Subsection 1.4.7 Conformance with Subsequent Amendments as Subsection 1.4.8 and by redesignating Subsection 1.4.8 Substitution as Subsection 1.4.9.

- (2) In Section 1.4 Non-Conformance, by inserting a new Subsection 1.4.7 Alterations to Single-Family and Two-Family Dwellings, to read as follows:

"1.4.7 Alterations to Single-Family and Two-Family Dwellings

A single-family or two-family dwelling which is non-conforming because of setback, yard, area and/or frontage requirements of this by-law may be altered, reconstructed, extended or structurally changed as of right and without a special permit or finding by the Board as required in the preceding section provided that such alteration, reconstruction, extension or structural change complies with all current setback, yard, building coverage, building height, and building story requirements. Such alteration, reconstruction, extension or structural change shall not be considered an increase in the non-conforming nature of the dwelling."

or take any other action relative thereto.

MOVED: That the Town amend the Needham Zoning By-Law, Section 1.4 Non-Conformance, as follows:

- (1) In Section 1.4 Non-Conformance, by redesignating Subsection 1.4.7 Conformance with Subsequent Amendments as Subsection 1.4.8 and by redesignating Subsection 1.4.8 Substitution as Subsection 1.4.9.
- (2) In Section 1.4 Non-Conformance, by inserting a new Subsection 1.4.7 Alterations to Single-Family and Two-Family Dwellings, to read as follows:

"1.4.7 Alterations to Single-Family and Two-Family Dwellings

A single-family or two-family dwelling which is non-conforming because of setback, yard, area and/or frontage requirements of this by-law may be altered, reconstructed, extended or structurally changed as of right and without a special permit or finding by the Board as required in the preceding section provided that such alteration, reconstruction, extension or structural change complies with all current setback, yard, building coverage, building height, and building story requirements. Such alteration, reconstruction, extension or structural change shall not be considered an increase in the non-conforming nature of the dwelling."

ACTION: So voted by unanimous vote.

ARTICLE 5: AMEND ZONING BY-LAW - BUILD FACTOR

To see if the Town will vote to amend the Zoning By-Law, Section 4.2 Dimensional Regulations for Rural Residence-Conservation, Single Residence A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by inserting at the end of the third paragraph and prior to sub-paragraph (a) the following two sentences to read as follows:

"Lots recorded or endorsed after February 16, 1995 shall be subject to a maximum Build Factor of 30 in a Rural Residence-Conservation District. Lots recorded or endorsed prior to February 16, 1995 may not be modified such that the Build Factor of the modified lot exceeds 30 in a Rural Residence-Conservation District."

or take any other action relative thereto.

MOVED: That the Town amend the Needham Zoning By-Law, Section 4.2 Dimensional Regulations for Rural Residence-

Conservation, Single Residence A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by inserting at the end of the third paragraph and prior to sub-paragraph (a) the following two sentences to read as follows:

"Lots recorded or endorsed after February 16, 1995 shall be subject to a maximum Build Factor of 30 in a Rural Residence-Conservation District. Lots recorded or endorsed prior to February 16, 1995 may not be modified such that the Build Factor of the modified lot exceeds 30 in a Rural Residence-Conservation District."

ACTION: So voted by unanimous vote.

ARTICLE 6: AMEND ZONING BY-LAW - TECHNICAL CHANGES IN RESIDENTIAL COMPOUND SECTION

To see if the Town will vote to amend the Zoning By-Law, Section 4.2 Dimensional Regulations for Rural Residence-Conservation, Single Residence A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.6 Residential Compound, by adding the following new paragraph (h), as follows:

"(h) Compliance with the Subdivision Control Law - The Planning Board approval of a special permit hereunder shall not substitute for compliance with the Subdivision Control Law nor oblige the Planning Board to approve a related Definitive Plan for subdivision, nor reduce any time periods for Board consideration under that law. However, in order to facilitate processing, the Planning Board may, insofar as practical under law, adopt regulations establishing procedures for submission of a combined Special Permit application/Subdivision Plan which shall satisfy the Board's regulations under the Subdivision Control Law. Except where the Residential Compound does not constitute a subdivision under the Subdivision Control Law, a Definitive Plan shall be submitted to the Planning Board consistent with their Subdivision Regulations and in substantial conformity with the approved Development Plan."

or take any other action relative thereto.

MOVED: That the Town amend the Needham Zoning By-Law, Section 4.2 Dimensional Regulations for Rural Residence-Conservation, Single Residence A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.6 Residential Compound, by adding the following new paragraph (h), as follows:

"(h) Compliance with the Subdivision Control Law - The Planning Board approval of a special permit hereunder shall not substitute for compliance with the Subdivision Control Law nor oblige the Planning Board to approve a related Definitive Plan for subdivision, nor reduce any time periods for Board consideration under that law. However, in order to facilitate processing, the Planning Board may, insofar as practical under law, adopt regulations establishing procedures for submission of a combined Special Permit application/Subdivision Plan which shall satisfy the Board's regulations under the Subdivision Control Law. Except where the Residential Compound does not constitute a subdivision under the Subdivision Control Law, a Definitive Plan shall be submitted to the Planning Board consistent with their Subdivision Regulations and in substantial conformity with the approved Development Plan."

ACTION: So voted by unanimous vote.

ARTICLE 7: AMEND ZONING BY-LAW - SPECIAL CONDITIONS

To see if the Town will vote to amend the Needham

Zoning By-Law, Section 4.6 Special Conditions, Subsection 4.6.1 Specific Front Setbacks, by deleting the present paragraph (d) thereof and by inserting a new paragraph (d) in place thereof to read as follows:

"(d) On the northerly side of Kendrick Street from the Circumferential Highway, or Route 128, to the land now owned by the City of Newton, there shall be a twenty (20) foot building setback line;"

or take any other action relative thereto.

MOVED: That the Town will vote to amend the Zoning By-Law, Section 4.6 Special Conditions, Subsection 4.6.1 Specific Front Setbacks, by deleting the present paragraph (d) thereof and by inserting a new paragraph (d) in place thereof to read as follows:

"(d) On the northerly side of Kendrick Street from the Circumferential Highway, or Route 128, to the land now owned by the City of Newton, there shall be a twenty (20) foot building setback line."

ACTION: So voted by unanimous vote.

ARTICLE 8: AMEND ZONING BY-LAW - REFERENCE CORRECTION

To see if the Town will vote to amend the Zoning By-Law, Section 4.7.4 Gould Street - Highland Avenue Buffer, by deleting the words "Subsections 4.6.1(f) and (g)" from the first paragraph thereof and by inserting in place thereof the words "Subsections 4.6.1(e) and (f)", so that the entire paragraph shall read as follows (new language underlined):

"The special front building setback lines of 50 feet, as provided for in Subsections 4.6.1(e) and (f), shall be landscaped, vegetative buffer area in the Industrial-1 District."

or take any other action relative thereto.

MOVED: That Town amend the Needham Zoning By-Law, Section 4.7.4 Gould Street - Highland Avenue Buffer, by deleting the words "Subsections 4.6.1(f) and (g)" from the first paragraph thereof and by inserting in place thereof the words "Subsections 4.6.1(e) and (f)", so that the entire paragraph shall read as follows (new language underlined):

"The special front building setback lines of 50 feet, as provided for in Subsections 4.6.1(e) and (f), shall be landscaped, vegetative buffer area in the Industrial-1 District."

ACTION: So voted by unanimous vote.

ARTICLE 25: CONTINUE REVOLVING FUND: YARD WASTE PROCESSING PROGRAM

To see if the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 179 of the Acts of 1993 for the revenues from the Yard Waste Processing Program; to authorize the Board of Selectmen through the Director of Public Works to expend money from such fund in fiscal year 1996 in the amount of \$75,000; or take any action relative thereto.

Summary of Chapter 179 of the Acts of 1993: This law authorizes the creation of an intergovernmental revolving fund by a community that is the lead community in the operation of a multi-community yard waste processing or recycling program. For a lead community to create the fund, its board of selectmen must vote to authorize it,

must establish a limit on the total amount which may be spent from the fund for the first fiscal year and must designate the department responsible for operating the yard waste processing or recycling program. For future fiscal years the local appropriating body will set the annual spending limit and designate the responsible department. The spending limit may be increased during the course of any fiscal year with the approval of the board of selectmen.

Participating communities will appropriate funds for the purposes of the yard waste processing or recycling program and will pay them over to the treasurer of the lead community. Any other receipts generated in connection with the program will also be credited to the fund. Monies in the fund may be spent without appropriation for the operation of the program, but no expenditures may be made or obligations incurred in excess of the actual monies received and credited to the fund, nor of the approved spending limit for the year. The balance in the fund at the end of the fiscal year will carry forward into the next year. An annual report on the operation of the fund is to be prepared by the accounting officer, reviewed by the board of selectmen, and forwarded to the Bureau of Accounts.

MOVED: That the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 179 of the Acts of 1993 for the revenues from the Yard Waste Processing Program; to authorize the Board of Selectmen through the Director of Public Works to expend money from such fund in fiscal year 1996 in the amount of \$75,000.

ACTION: So voted by unanimous vote.

ARTICLE 27: ADJUST TRAVEL REIMBURSEMENT FOR USE OF PERSONAL CAR ON TOWN BUSINESS

To see if the Town will vote to increase the amount paid to Town officers and employees for the use of privately owned motor vehicles for Town purposes from the present rate of 22 cents per mile to 25 cents per mile; or take any other action relative thereto.

MOVED: That the Town increase the amount paid to Town officers and employees for the use of privately owned motor vehicles for Town purposes from the present rate of 22 cents per mile to 25 cents per mile.

ACTION: So voted by unanimous vote.

ARTICLE 28: AUTHORIZATION TO EXPEND STATE FUNDS

To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways, authorize the expenditure of \$720,646 provided or to be provided by the Commonwealth of Massachusetts Department of Public Works under the provisions of Chapter 85 of the Acts of 1994; or take any other action relative thereto.

MOVED: That the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways, authorize the expenditure of \$720,646 provided or to be provided by the Commonwealth of Massachusetts Department of Public Works under the provisions of Chapter 85 of the Acts of 1994.

ACTION: So voted by unanimous vote.

ARTICLE 53: AMEND GENERAL BY-LAWS, ARTICLE 5

To see if the Town will vote to amend the Town's General By-laws by deleting "ARTICLE 5, GLOVER MEMORIAL HOSPITAL," in its entirety and renumbering all subsequent Articles; or take any other action relative thereto.

MOVED: That the Town amend the Town's General By-laws by deleting "ARTICLE 5, GLOVER MEMORIAL HOSPITAL," in its entirety and renumbering all subsequent Articles.

ACTION: So voted by unanimous vote.

ARTICLE 54: AMEND GENERAL BY-LAWS, SECTION 10.2.2.3 (S)

To see if the Town will vote to amend Section 10.2.2.3 of the Town's General By-laws by deleting Section 10.2.2.3(S) in its entirety and replacing it with a new paragraph 10.2.2.3 (S) as follows:

Snow and Ice on Sidewalks (Sub-Section 3.1.9)

Enforcement Agent: Any DPW Supervisor

Fine Schedule: \$50 per offense

or take any other action relative thereto.

MOVED: That the Town amend the Town's General By-laws by deleting Section 10.2.2.3(S) in its entirety and replacing it with a new Section 10.2.2.3 (S) as follows:

Snow and Ice on Sidewalks (Sub-Section 3.1.9)

Enforcement Agent: Any DPW Supervisor

Fine Schedule: \$50 per offense.

ACTION: So voted by unanimous vote.

ARTICLE 56: AMEND GENERAL BY-LAWS, SECTION 10.1.2

To see if the Town will vote to amend Section 10.1 of the Town's General By-laws by deleting paragraph 10.1.2 in its entirety and replacing it with a new paragraph 10.1.2 as follows: "Except as may be otherwise provided by law, and as the district court may see fit to impose, for any violation of these General By-laws the minimum penalty for each violation shall be fifty dollars (\$50). The maximum penalty for each violation or offense brought in such manner shall be three hundred dollars (\$300)."

or take any other action relative thereto.

MOVED: That the Town amend the Town's General By-laws by deleting paragraph 10.1.2 in its entirety and replacing it with a new paragraph 10.1.2 as follows: "Except as may be otherwise provided by law, and as the district court may see fit to impose, for any violation of these General By-laws the minimum penalty for each violation shall be fifty dollars (\$50). The maximum penalty for each violation or offense brought in such manner shall be three hundred dollars (\$300)."

ACTION: So voted by unanimous vote.

ARTICLE 62: CONTINUE SCHOOL SAFETY STUDY COMMITTEE

To see if the Town will vote to continue the School Safety Study Committee, established by vote of the 1991 Special Town Meeting under Article 10; direct and authorize said Committee to continue the study and evaluation of safe walking routes for Needham School children, to develop and recommend minimum and uniform safety criteria regarding school walking routes, to address the issue of age appropriate walking routes and distances and to generally examine the issue of safe student access to and from their schools; said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the School Safety Study Committee, established by vote of the 1991 Special Town Meeting under Article 10; direct and authorize said Committee to continue the study and evaluation of safe walking routes for Needham School children, to develop and recommend minimum and uniform safety criteria regarding school walking routes, to address the issue of age appropriate walking routes and distances and to generally examine the issue of safe student access to and from their schools; said Committee to report to the next Annual Town Meeting or sooner.

ACTION: So voted by unanimous vote.

ARTICLE 64: CONTINUE SOLID WASTE DISPOSAL/RECYCLING ADVISORY COMMITTEE

To see if the Town will vote to continue the Solid Waste Disposal/Recycling Advisory Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and amended under Article 40 of the 1993 Annual Town Meeting; direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste; said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Solid Waste Disposal/Recycling Advisory Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and amended under Article 40 of the 1993 Annual Town Meeting; direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste; said Committee to report to the next Annual Town Meeting or sooner.

ACTION: So voted by unanimous vote.

ARTICLE 2: COMMITTEE/OFFICER REPORTS

To hear and act on the reports of Town Officers and Committees.

MOVED: That the Town hear and act on the reports of Town Officers and Committees.

Mr. John D. Marr, Jr., Selectman, offered the following Resolution:

That Stella Myshrall be designated as the Town of Needham's Official representative at the dedication of the memorial in Sussex Downs, England honoring Needham native Sgt. Chester William Yurick and the 10 U.S. Air Force crewman killed when their bomber crashed on February 2, 1944.

This resolution shall take effect upon its passage.

The Resolution was presented and unanimously adopted.

Mr. Paul O'Connor, Chairman, Finance Committee, and Michael Fee, former Finance Committee Chairman, presented a report on the 1994 charge to study capital appropriation expenditures.

Mr. Keith M. McClelland, Chairman, presented the final report of the Building and Grounds Study Committee. He announced that the Committee has completed its task and is not seeking to be continued. Last May the Committee recommended that the school grounds be maintained by the Department of Public Works and administered by the Park & Recreation Commission. At the November, 1994 Special Town Meeting this Committee recommended the creation of a Municipal Building Maintenance Board which was approved. Mr. McClelland urged support at this Annual Town Meeting of all articles relating to these functions.

Mr. David F. Devine, Chairman, Glover Hospital Enterprise Committee, presented an update on the transition and sale of the Glover Memorial Hospital to the Deaconess-Glover Hospital.

ACTION: The Committee reports were accepted and the Resolution was presented and unanimously adopted.

ARTICLE 9: AMEND ZONING BY-LAW - ACCESSORY USES

To see if the Town will vote to amend the Zoning By-Law, Section 6.1 Accessory Uses, Subsection 6.1.2, by inserting a new second paragraph to read as follows:

"Upon application the Board of Appeals may issue a Special Permit for additional garage space(s), provided that the premises in question are reasonably adaptable to such use and will allow proper layout thereof (including adequate separation of buildings or structures and open areas from adjacent premises), and provided further that the proposed use: (i) will not alter the character of the premises in which it is located, (ii) will not have a material adverse effect on the value of land and buildings or structures in the neighborhood, or on the amenities thereof, and (iii) will not produce noise, odors or glare observable at the lot lines in amounts clearly detrimental to the normal use of adjacent property. In acting upon applications for such Special Permits, the Board of Appeals shall be governed by the provisions of Section 7.2."

or take any other action relative thereto.

MOVED: That the Town amend the Needham Zoning By-Law, Section 6.1 Accessory Uses, Subsection 6.1.2, by inserting a new second paragraph to read as follows:

"Upon application the Board of Appeals may issue a Special Permit for additional garage space(s), provided that the premises in question are reasonably adaptable to such use and will allow proper layout thereof (including adequate separation of buildings or structures and open areas from adjacent premises), and provided further that the proposed use: (i) will not alter the character of the premises in which it is located, (ii) will not have a material adverse effect on the value of land and buildings or structures in the neighborhood, or on the amenities thereof, and (iii) will not produce noise, odors or glare observable at the lot lines in amounts clearly detrimental to the normal use of adjacent property. In acting upon applications for such Special Permits, the Board of Appeals shall be governed by the provisions of Section 7.2."

Mr. David W. Kunhardt, Chairman, presented this proposal on behalf of the Planning Board.

Mrs. Lois Sockol expressed concern that the number of spaces per lot is confusing. Mr. Thomas F. Soisson also expressed concern

that the By-laws are becoming too restrictive.

A motion to amend was offered by Mrs. Lois Sockol to add the word "one" before "additional garage space(s)", to strike "(s)" after "space(s)", and add after "garage space(s)" the words "per lot".

Mr Richard W. Gatto suggested that this article allows for some additional freedom for the residents and urged support of the proposed article, but not the amendment.

After a brief discussion, a motion to move the previous question was offered by Mr. Thomas M. Alpert. The motion to move the previous question was presented and carried unanimously by voice vote.

The motion to amend was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented, and the Moderator was still in doubt. The following Town Meeting Members were sworn in as tellers: Kathy L. Killeen, Foster S. Crook, Meredith P. Page, Betsy M. Tedoldi, Leroy J. Natile, and Harriett D. Tippet. The motion to amend was presented and carried by a count of hands. The hand count was Yes 126 - No 98.

ACTION: The main motion, as amended, was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 214 - No 9.

VOTED: That the Town amend the Needham Zoning By-Law, Section 6.1 Accessory Uses, Subsection 6.1.2, by inserting a new second paragraph to read as follows:

"Upon application the Board of Appeals may issue a Special Permit for one additional garage space per lot, provided that the premises in question are reasonably adaptable to such use and will allow proper layout thereof (including adequate separation of buildings or structures and open areas from adjacent premises), and provided further that the proposed use: (i) will not alter the character of the premises in which it is located, (ii) will not have a material adverse effect on the value of land and buildings or structures in the neighborhood, or on the amenities thereof, and (iii) will not produce noise, odors or glare observable at the lot lines in amounts clearly detrimental to the normal use of adjacent property. In acting upon applications for such Special Permits, the Board of Appeals shall be governed by the provisions of Section 7.2."

ARTICLE 10: FUND COLLECTIVE BARGAINING AGREEMENT - DPW / NAGE

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the DPW / NAGE; and to recommend to amend the necessary line items in the 1996 Operating Budget under Articles 16, 17 and 18 to fund same; or take any other action relative thereto.

MOVED: That the Town approve the funding of a collective bargaining agreement between the Town and the Independent Town Workers Association; and to recommend to amend the necessary line items in the 1996 Operating Budget under Article 16 to fund the same.

A motion to postpone the subject matter of Article 10 indefinitely was offered by Mr. Paul Theodore Owens. The motion was presented and carried unanimously by voice vote.

ARTICLE 11: FUND COLLECTIVE BARGAINING AGREEMENT - INDEPENDENT TOWN WORKERS ASSOCIATION

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Independent Town Workers Association; and to recommend to amend the necessary line items in the 1996 Operating Budget under Article 16 to fund same; or take any other action relative thereto.

MOVED: That the Town approve the funding of a collective bargaining agreement between the Town and the Independent Town Workers Association; and to recommend to amend the necessary line items in the 1996 Operating Budget under Article 16 to fund the same.

Mr. Paul Theodore Owens, Selectman, addressed this proposal on behalf of the Board of Selectmen. He noted that the wage increase is 2% effective July 2, 1995, 1% effective December 31, 1995, 2% effective July 1, 1996, and 1% effective December 25, 1996. He urged support of this proposal.

Mrs. Michele M. McQuillen, member, urged support of this proposal on behalf of the Personnel Board.

In response to several inquiries regarding the cost of this article, Mr. Owens advised that the cost for Fiscal Year 1996 is \$39,585. and \$39,287. for Fiscal Year 1997. Mr. Owens further responded that this article is following the By-Law. There is now a two-step process in which the Town approves the contract and then amends the budget line items or "approves funding" in the budget article.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 12: FUND COLLECTIVE BARGAINING AGREEMENT - INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 1706, UNITS A B & C

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and IAFF Local 1706, Units - A B & C; and to recommend to amend the necessary line items in the 1996 Operating Budget under Article 16 to fund same; or take any other action relative thereto.

MOVED: That the Town approve the funding of a collective bargaining agreement between the Town of Needham and IAFF Local 1706, Units - A B & C; and to recommend to amend the necessary line items in the 1996 Operating Budget under Article 16 to fund.

A motion to postpone indefinitely the subject matter of Article 12 was offered by Mr. Paul Theodore Owens.

In response to an inquiry from Mr. Richard W. Gatto, Mr. Owens indicated that the Board of Selectmen hopes that there will be a firefighters contract by Wednesday May 3, 1995.

The motion to postpone was presented and carried unanimously by voice vote.

ARTICLE 13: AMEND CLASSIFICATION AND STANDARD RATES OF COMPENSATION

To see if the Town will vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefore a new Classification and Standard Rates of Compensation Schedule; or take any other action relative thereto:

NOTE: All revisions to the Classification and Standard Rates of Compensation Schedule will be provided to Town Meeting

Members as soon as possible before May 1, 1995. Except as otherwise required by State Law, the classes of positions in paid appointive service in the Town, other than those in the service of the School Department, and the standard rates of compensation thereof, effective July 1, 1995, may be found in the Classification and Standard Rates of Compensation Schedule, as amended.

MOVED: That the Town amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefore a new Classification and Standard Rates of Compensation Schedule.

Mrs. Michele M. McQuillen, member, addressed this proposal on behalf of the Personnel Board.

Mr. David L. Gillmeister moved that the subject matter of Article 13 be postponed until after the Special Town Meeting scheduled for Wednesday May 3, 1995 has been adjourned or dissolved.

After a brief discussion, Mr. Gillmeister offered a motion to withdraw his motion to postpone to a time certain. The motion was presented and carried by voice vote.

A motion to postpone Article 13 to a time certain, specifically after the Special Town Meeting on Wednesday May 3, 1995 is adjourned or dissolved was offered by Mr. Mr. Gerald R. Browne.

Mr. Thomas M. Alpert expressed concern that this will cause more confusion. Mrs. Deborah A. Coyle indicated that there are two issues in this article - the non-represented employees and the contract negotiations.

Mr. Richard S. Creem, Chairman, Personnel Board, explained that this article deals only with the classification.

A motion to move the previous question was offered by Mr. William M. Powers. The motion was presented and carried unanimously by voice vote.

Mr. Browne's motion to postpone to a time certain was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by voice vote.

At 10:55 P. M. Mr. Richard S. Luskin moved that the Annual Town Meeting stand adjourned to Wednesday May 3, 1995 at 7:30 P.M. at the Newman Elementary School, and it was so voted unanimously.

Theodora K. Eaton, CMC/AAE,
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

Wednesday, May 3, 1995

Pursuant to adjournment of the Annual Town Meeting held May 1, 1995, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Elementary School on Wednesday, May 3, 1995, at 7:30 P.M.

Check lists were used and 240 Voters were checked on the list as being present, including 218 Town Meeting Members.

At the designation of Rev. Dawna Keene, President of the Needham Clergy Association, Rev. Richard A. Horner, Pastor, Grace Lutheran Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Sally B. Davis, Chairman, Board of Selectmen, moved that the Annual Town Meeting stand adjourned until such time that the Special Town Meeting called for this evening at 7:30 P.M. is either adjourned or dissolved. It was so voted unanimously.

SPECIAL TOWN MEETING

May 3, 1995

Pursuant to a warrant issued by the Selectmen on April 11, 1995, this meeting was called for May 3, 1995, at 7:30 P.M. The call to the meeting and the Officer's Return were read by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Unanimous consent was given to omit the reading of the articles and to refer to them by number only. The same parliamentary rules as outlined for the Annual Town Meeting were adopted.

The Moderator announced that the Board of Selectmen requested unanimous consent to withdraw Article 1, and it was so voted unanimously.

ARTICLE 2: FUND COLLECTIVE BARGAINING AGREEMENT - INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1706, UNITS A, B, & C

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the IAFF, Local 1706, Units A, B & C; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same; or take any other action relative thereto.

MOVED: That the Town approve the funding of a collective bargaining agreement between the Town of Needham and the IAFF, Local 1706, Units A, B & C; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same. (Fiscal Years 1993 and 1994)

Mr. Paul Theodore Owens, Vice Chairman, addressed this proposal on behalf of the Board of Selectmen. He explained that the last contract with the firefighters expired in June, 1992. Mr. Owens asked Town Meeting Members to take a moment to reflect on what our firefighters do for the citizens of the Town of Needham. He explained that the cost to fund the contract for Fiscal Year 1993 is \$99,800. and \$52,000. to fund Fiscal Year 1994. Mr. Owens also noted that funds have been held in reserve to settle these two contracts.

Mr. Richard S. Creem, Chairman, Personnel Board, advised that the Personnel Board unanimously supports this proposal.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 3: FUND COLLECTIVE BARGAINING AGREEMENT - INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1706, UNITS A, B, & C.

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and the IAFF, Local 1706, Units A, B, & C; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same; or take any other action relative thereto.

MOVED: That the Town approve the funding of a collective bargaining agreement between the Town of Needham and the IAFF, Local 1706, Units A, B & C; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same. (Fiscal Years 1995, 1996 and 1997)

Mr. Paul Theodore Owens explained that this proposal is to fund the firefighters contract for Fiscal Years 1995, 1996, and 1997. The total impact on the budget equals \$385,900. and total impact on the base equals \$497,200.

Mr. Richard S. Creem, Chairman, urged support of this article on behalf of the Personnel Board stating that this contract is comparable to the Police union contract approved at the November 1994 Special Town Meeting.

In response to an inquiry from Mr. Foster S. Crook, the Moderator advised that because both Articles 2 and 3 contain the exact same wording, he would note the appropriate fiscal years on each article.

Fire Chief Robert DiPoli addressed this proposal on behalf of his department and men expressing pride in both during the period in which the firefighters had no contract.

In response to an inquiry from Mr. Ethan F. Fener, Mr. Owens stated that the contract for Fiscal Year 1993 and 1994 is the arbitrator's report and that the contract for Fiscal Year 1995, 1996 and 1997 is similar.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 4: FUND COLLECTIVE BARGAINING AGREEMENT - DPW/NAGE

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town of Needham and

the DPW/NAGE; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same; or take any other action relative thereto.

MOVED: That the Town approve the funding of a collective bargaining agreement between the Town of Needham and the DPW/NAGE; and to recommend to amend the necessary line items in the 1995 Operating Budget adopted under Article 21 at the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting to fund same.

Mr. Paul Theodore Owens, Vice Chairman, presented this proposal on behalf of the Board of Selectmen. Mr. Owens stated that this DPW contract is comparable to the non-represented and Independent Town Workers Association. The dollar impact for Fiscal Year 1995 equals \$83,200. and \$68,490. for Fiscal Year 1996.

ACTION: The motion was presented and carried unanimously by voice vote.

ARTICLE 5: AMEND THE FISCAL YEAR 1995 BUDGET

To see if the Town will vote to amend and supersede certain parts of the 1995 Operating Budget adopted under Article 21 of the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting; by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items; determine how such amounts are to be raised and how expended; or take any other action relative thereto.

MOVED: That the Town will vote to amend and supersede certain parts of the 1995 Operating Budget adopted under Article 21 of the 1994 Annual Town Meeting and amended at the November 1994 Special Town Meeting; by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items; determine how such amounts are to be raised and how expended.

Line Item	Appropriation	Changing From	Changing To
014	Workers' Compensation	\$442,000.	\$422,000.
016	Uniform Serv.		
	Self Ins.	120,000.	140,000.
102	Selectmen, Pur. of Serv.	149,908.	155,458.
113	Personnel Bd., Salaries	1,099.	1,249.
114	Personnel, Merit Bonus	7,500.	1,800.
205	Finance, Salaries	562,424.	568,924.
206	Finance, Pur. Of Serv.	348,780.	342,280.
211	Finance Comm., Reserve	562,718.	98,818.
401	Police, Salaries	2,616,422.	2,676,822.
402	Police, Capital	69,800.	9,400.
405	Fire, Salaries	3,101,885.	3,482,585.
410	Civil Def., Pur. Of Serv.	11,925.	13,925.

Line Item	Appropriation	Changing From	Changing To
411	Civil Defense, Expenses	3,075.	1,075..
413	Building, Pur. of Serv.	880.	1,880.
414	Building, Expenses	4,325.	3,325.
501	DPW Salaries	2,732,951.	2,816,151.
502	DPW, Purchase of Service	1,498,395.	1,483,395.
503	DPW, Capital	89,766.	104,766.
505	Snow & Emerg., Salaries	60,000.	27,847.
506	Snow & Emerg., Expenses	90,000.	122,153.
603	Bd. Of Health, Expenses	7,550.	7,025.
604	Bd. Of Health, Capital	0.	525.
NET CHANGE (0)			

The following Emergency Preamble which requires a 2/3 vote was offered by Mr. Paul O'Connor: "This is an emergency measure necessary for the immediate preservation of the peace, health, safety or convenience of the town."

Mr. Paul O'Connor, Chairman, Finance Committee, explained that this article basically places the funds in the Fiscal Year 1994 budget to fund the contracts that were just adopted.

After a brief discussion, the motion to add the Emergency Preamble was presented and so voted by unanimous vote.

ACTION: The main motion including the Emergency Preamble was presented and carried unanimously by voice vote.

VOTED: That the Town amend and supersede certain parts the 1995 Operating Budget adopted under Article 21 of the Annual Town Meeting and amended at the November 1994 Special Town Meeting; by deleting the amount of money appropriated under some of the line items and appropriating new amounts for some of the line items; determine how such amounts are to be raised and how expended. **Emergency Preamble:** This is an emergency measure necessary for the immediate preservation of the peace, health, safety or convenience of the Town.

Line Item	Appropriation	Changing From	Changing To
014	Workers' Compensation	\$442,000.	\$422,000.
016	Uniform Serv. Self Ins.	120,000.	140,000.
102	Selectmen, Pur. of Serv.	149,908.	155,458.
113	Personnel Bd., Salaries	1,099.	1,249.
114	Personnel, Merit Bonus	7,500.	1,800.
205	Finance, Salaries	562,424.	568,924.
206	Finance, Pur. Of Serv.	348,780.	342,280.
211	Finance Comm., Reserve	562,718.	98,818.

Line Item	Appropriation	Changing From	Changing To
401	Police, Salaries	2,616,422.	2,676,822.
402	Police, Capital	69,800.	9,400.
405	Fire, Salaries	3,101,885.	3,482,585.
410	Civil Def., Pur.	11,925.	13,925.
411	Civil Defense, Expenses	3,075.	1,075..
413	Building, Pur. of Serv.	880.	1,880.
414	Building, Expenses	4,325.	3,325.
501	DPW Salaries	2,732,951.	2,816,151.
502	DPW, Purchase of Service	1,498,395.	1,483,395.
503	DPW, Capital	89,766.	104,766.
505	Snow & Emerg., Salaries	60,000.	27,847.
506	Snow & Emerg., Expenses	90,000.	122,153.
603	Bd. Of Health, Expenses	7,550.	7,025.
604	Bd. Of Health, Capital	0.	525.

NET CHANGE (0).

ARTICLE 6: APPROPRIATE FOR HIGH SCHOOL BOILER REPLACEMENT

To see if the Town will vote to raise and appropriate the sum of \$260,370. for the replacement of two boiler units at Needham High School; to be expended under the direction of the School Committee; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$260,370. for a period of up to 20 years under G. L. c. 44 s. 7; or take any other action relative thereto.

MOVED: That the Town raise and appropriate the sum of \$260,370. for the replacement of two boiler units at Needham High School; to be expended under the direction of the School Committee; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$260,370. for a period of up to 20 years under G. L. c. 44 s. 7; or take any other action relative thereto.

Unanimous consent was given to allow Mr. Mark LaFleur, Director of School Buildings and Grounds, and non-resident, to address Town Meeting

Mr. Karl H. Clauset, Jr., Chairman, addressed this proposal on behalf of the School Committee. He explained that the High School Boiler replacement project was moved up to Fiscal Year 1996 when the second of the three High School boilers broke down in January. Two of the three boilers at the High School are normally in use. In response to an inquiry from Mr. Alfred Murphy, Mr. Mark LaFleur stated that the life expectancy of a boiler is 20 years and that the third boiler actually lasted 30 years.

According to Mr. Clauset, the School Committee has three Capital projects in the warrant this year - Newman School Renovations, Pollard HVAC Remediation, and High School Boiler replacement.

According to Mr. Clauset, the School Committee has three Capital projects in the warrant this year - Newman School Renovations, Pollard HVAC Remediation, and High School Boiler

replacement.

The following Emergency Preamble was offered by Mr. Karl H. Clauset, Jr., Chairman, School Committee: "This is an emergency measure necessary for the immediate preservation of the peace, health, safety or convenience of the Town."

The motion to add the Emergency Preamble was presented and carried unanimously by voice vote.

ACTION: The main motion including the Emergency Preamble was presented and carried unanimously by voice vote.

VOTED: That the Town raise and appropriate the sum of \$260,370. for the replacement of two boiler units at Needham High School; to be expended under the direction of the School Committee; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$260,370. for a period of up to 20 years under G. L. c. 44 s. 7; or take any other action relative thereto. Emergency Preamble: This is an emergency measure necessary for the immediate preservation of the peace, health, safety or convenience of the Town.

Mrs. Sally B. Davis, Chairman, Board of Selectmen, moved that the Special Town Meeting stand adjourned until such time as the two Resolutions dissolving the Special Town Meeting arrive at the hall. It was so voted unanimously.

The Moderator called the Annual Town Meeting to order, declared a quorum to be present and requested the Town Clerk to so record.

ARTICLE 13: AMEND CLASSIFICATION AND STANDARD RATES OF COMPENSATION

To see if the Town will vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefore a new Classification and Standard Rates of Compensation Schedule; or take any other action relative thereto:

NOTE: All revisions to the Classification and Standard Rates of Compensation Schedule will be provided to Town Meeting Members as soon as possible before May 1, 1995. Except as otherwise required by State Law, the classes of positions in paid appointive service in the Town, other than those in the service of the School Department, and the standard rates of compensation thereof, effective July 1, 1995, may be found in the Classification and Standard Rates of Compensation Schedule, as amended.

Moved: That the Town amend the Classification and standard Rates of Compensation Schedule in its entirety by substituting therefor a new Classification and Standard Rates of Compensation Schedule as follows:

FISCAL YEAR 1996 SCHEDULE A Effective July 1, 1995

Full-time, part-time and seasonal position classifications with corresponding compensation schedules

<u>CLASS TITLE</u>	<u>GRADE/SCHEDULE</u>
Activity Instructor	Schedule C
Administrative Assessor	M-2
Administrative Assistant	T-9

Administrative Coordinator	T-10
Administrative Specialist	T-10
Animal Control Officer	PB-1
Animal Inspector	Schedule C
Assistant Administrative Assessor	T-14
Assistant Cataloger	S-9
Assistant Children's Librarian	S-9
Assistant, Council on Aging	Schedule C
Assistant Director, Park and Recreation	T-13
Assistant Director of Public Library	S-15
Assistant Program Coordinator (PT)	Schedule C
Assistant Program Coordinator	S-10
Assistant Superintendent	S-14
Assistant Superintendent, Fire Alarm	FA-2
Assistant Town Clerk	T-10
Associate Director, Council on Aging	T-13
Building Custodian	T-7
Building Inspector, Substitute	Schedule C
Building Monitor	Schedule C
Canvasser	Schedule C
Caseworker	T-13
Cataloger	S-13
Chief Pumping Station Operator	W-7
Children's Librarian	S-13
Circulation Supervisor	S-10
Clerk	Schedule C
Code Enforcement Officer	Schedule C
Committee Secretary, Board of Appeals	Schedule C
Computer Operator	T-10
Computer Operator/Data Entry	T-9
Conservation Officer	Schedule C
Control Clerk	T-9
Council on Aging, Executive Director	M-1
Department Assistant 3	T-8
Department Assistant 2	T-7
Department Assistant 1	T-6
Department Specialist	T-9
Deputy Fire Chief	F-4
Deputy Fire Chief, Operations	F-4
Director, Management	
Information Services	M-3
Director of Civil Defense	Schedule C
Director of Emergency	
Management Services	Schedule C
Director of Finance	M-4
Director of Parks & Recreation	M-2
Director of Public Health	M-2
Director of Public Library	M-2
Director of Public Works	M-1
Director of Youth Services	M-1
Director of Veteran's Services	M-1
Division Superintendent, Highway	M-2
Division Superintendent, Parks	M-2
Division Superintendent, Sewer	M-2
Division Superintendent, Water	M-2
Draftsman	S-9
Election Clerk	Schedule C
Election Inspector	Schedule C
Election Warden	Schedule C
Equipment Mechanic 1	W-6
Equipment Mechanic 2	W-7
Finance Committee, Executive Secretary	Schedule C
Fire Captain	F-3
Fire Chief	M-5
Firefighter	F-1
Fire Lieutenant	F-2
Garage and Equipment Supervisor	M-1
Heavy Motor Equipment Operator 1	W-5
Heavy Motor Equipment Operator 2	W-6
Inspector of Buildings	M-2

Inspector of Plumbing and Gas	S-14
Inspector of Wires	S-14
Junior Building Custodian	T-5
Junior Building Custodian (PT)	Schedule C
Laborer 1	W-1
Laborer 2	W-3
Laborer 3	W-4
Library Assistant 1	S-6
Library Assistant 1 (PT)	Schedule C
Library Assistant 2	S-7
Library Assistant 2 (PT)	Schedule C
Library Page	Schedule C
Lineman	FA-1
Local Building Inspector	S-14
Maintenance Worker/Custodian	S-10
Management Analyst	T-15
Master Mechanic	W-9
Nutritionist	T-14
Outreach Worker, Council on Aging	T-12
Parking Enforcement Attendant	S-6
Parking Enforcement Attendant (PT)	Schedule C
Personal Computer Specialist	Schedule C
Personnel Director	M-2
Planning Director	M-2
Plumbing and Gas Inspector Substitute	Schedule C
Police Chief	M-5
Police Lieutenant	P-3
Police Matron	Schedule C
Police Officer	P-1
Police Sergeant	P-2
Program Coordinator (PT)	Schedule C
Program Coordinator	S-12
Program Manager	M-1
Programmer/Computer Operator	T-11
Public Health Nurse	T-15
Public Safety Dispatcher	S-10
Public Works Craftworker 1	W-5
Public Works Craftworker 2	W-6
Public Works Inspector	W-7
Pumping Station Operator	W-6
Recording Secretary	Schedule C
Recreation Specialist 1 - 5	Schedule C
Reference Librarian	S-12
Reference Librarian (PT)	Schedule C
Reference Supervisor	S-14
Registrar of Voters	Schedule C
Sanitarian	T-15
Sealer of Weights and Measures	S-14
Seasonal Packers/Drivers	Schedule C
Senior Administrative Coordinator	T-11
Senior Building Custodian	T-10
Senior Draftsman	S-12
Senior Engineer	S-15
Senior Systems Analyst	T-16
Student Draftsman and Rodman	Schedule C
Student Intern 1 - 4	Schedule C
Survey Party Chief	S-13
Systems Analyst	T-13
Temporary Laborer	Schedule C
Temporary Janitor	Schedule C
Town Comptroller	M-2
Town Counsel	Schedule C
Town Engineer	M-3
Town Treasurer and Tax Collector	M-2
Traffic Supervisor	Schedule C
Wiring Inspector Substitute	Schedule C
Working Foreman	W-8
Young Adult Librarian	S-12
Youth Center Worker 1 - 5	Schedule C
Youth Services Counselor	T-12

SCHEDULE A STIPENDS

(Additional compensation for specific assignments)

- [1] Additional \$100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.
- [2] Additional \$100.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
- [3] Additional \$1,200.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
- [4] Additional \$40.00 per month when assigned to and performing the duties of Patrol Supervisor as designated by the Police Chief.
- [5] Additional \$50.00 per month when assigned to and performing the duties of a D.A.R.E. Coordinator as designated by the Police Chief.
- [6] Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive of the Needham Special Home Rule Charter Act (Acts of 1971, c.403), and shall be appointed in the manner and shall exercise the powers and duties of such Superintendent, specified in said act.
- [7] Additional \$1,200.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
- [8] Additional \$100.00 per month when assigned to and performing the duties of Assistant Town Engineer as designated by Director of Public Works.
- [9] Additional \$100.00 per month when assigned to and performing the duties of Fire Inspector as designated by the Fire Chief.
- [10] Additional \$50.00 per month when assigned to and performing the duties of Community Service Officer as designated by the Police Chief.
- [11] Additional \$75.00 per month when assigned to and performing the duties of Deputy Tree Warden.
- [12] Additional \$600.00 per year when assigned to and performing the duties of Worker's Compensation Agent.
- [13] Additional \$1,500.00 per year when assigned to and performing the duties of Assistant Parking Clerk.
- [14] May be designated confidential in accordance with M.G.L. Chapter 150E.
- [15] Additional \$1,200 when an employee other than the Finance Director is designated by the Board of Selectmen to be Chief Procurement Officer.

**SCHEDULE B1
GENERAL SALARY SCHEDULE**
Effective July 2, 1995

<u>GRADE</u>	<u>MINIMUM</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>MAXIMUM</u>
S-19	\$44,806.	\$46,420.	\$48,092.	\$49,821.	\$51,614.	\$53,472.	\$55,398.	\$57,392.	\$59,459.
S-18	\$40,403.	\$41,858.	\$43,364.	\$44,926.	\$46,542.	\$48,219.	\$49,953.	\$51,751.	\$53,616.
S-17	\$37,736.	\$39,097.	\$40,504.	\$41,962.	\$43,473.	\$45,036.	\$46,658.	\$48,338.	\$50,078.
S-16	\$35,254.	\$36,522.	\$37,838.	\$39,200.	\$40,610.	\$42,074.	\$43,588.	\$45,158.	\$46,781.
S-15	\$32,650.	\$33,825.	\$35,043.	\$36,303.	\$37,609.	\$38,965.	\$40,365.	\$41,819.	\$43,325.
S-14	\$30,226.	\$31,314.	\$32,442.	\$33,610.	\$34,819.	\$36,072.	\$37,371.	\$38,719.	\$40,112.
S-13	\$27,986.	\$28,992.	\$30,036.	\$31,115.	\$32,237.	\$33,399.	\$34,600.	\$35,846.	\$37,138.
S-12	\$25,926.	\$26,859.	\$27,825.	\$28,827.	\$29,865.	\$30,941.	\$32,053.	\$33,207.	\$34,403.
S-11	\$24,513.	\$25,376.	\$26,271.	\$27,198.	\$28,157.	\$29,151.	\$30,181.	\$31,251.	\$32,356.
S-10	\$23,329.	\$24,147.	\$24,999.	\$25,881.	\$26,794.	\$27,739.	\$28,718.	\$29,733.	\$30,783.
S-9	\$21,685.	\$22,449.	\$23,237.	\$24,055.	\$24,901.	\$25,779.	\$26,690.	\$27,629.	\$28,606.
S-8	\$20,045.	\$20,747.	\$21,476.	\$22,230.	\$23,011.	\$23,819.	\$24,657.	\$25,527.	\$26,426.
S-7	\$18,645.	\$19,299.	\$19,974.	\$20,674.	\$21,401.	\$22,152.	\$22,929.	\$23,736.	\$24,571.
S-6	\$17,613.	\$18,228.	\$18,864.	\$19,524.	\$20,209.	\$20,917.	\$21,651.	\$22,412.	\$23,198.
S-5	\$16,638.	\$17,218.	\$17,819.	\$18,443.	\$19,089.	\$19,756.	\$20,533.	\$21,166.	\$21,909.
S-4	\$15,200.	\$15,749.	\$16,315.	\$16,903.	\$17,512.	\$18,142.	\$18,795.	\$19,473.	\$20,173.
S-3	\$14,351.	\$14,869.	\$15,402.	\$15,956.	\$16,532.	\$17,127.	\$17,743.	\$18,381.	\$19,043.
S-2	\$13,377.	\$13,858.	\$14,359.	\$14,874.	\$15,410.	\$15,966.	\$16,539.	\$17,133.	\$17,751.
S-1	\$12,770.	\$13,228.	\$13,705.	\$14,199.	\$14,710.	\$15,239.	\$15,788.	\$16,356.	\$16,945.

SCHEDULE M - MANAGEMENT SALARY SCHEDULE
Effective 7/2/95

<u>GRADE</u>	<u>MINIMUM</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>MAXIMUM</u>
M-5	\$64,683.	\$67,013.	\$69,425.	\$71,926.	\$74,512.	\$77,196.
M-4	\$57,008.	\$59,062.	\$61,188.	\$63,389.	\$65,673.	\$68,037.
M-3	\$49,821.	\$51,614.	\$53,473.	\$55,398.	\$57,393.	\$59,461.
M-2	\$44,926.	\$46,542.	\$48,219.	\$49,952.	\$51,751.	\$53,617.
M-1	\$39,200.	\$40,611.	\$42,074.	\$43,587.	\$45,447.	\$46,782.

**SCHEDULE B1
GENERAL SALARY SCHEDULE**
Effective 12/31/95

<u>GRADE</u>	<u>MINIMUM</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>MAXIMUM</u>
S-19	\$45,254.	\$46,884.	\$48,573.	\$50,230.	\$52,130.	\$54,007.	\$55,952.	\$57,966.	\$60,054.
S-18	\$40,807.	\$41,277.	\$43,797.	\$45,376.	\$47,008.	\$48,702.	\$50,453.	\$52,269.	\$54,152.
S-17	\$38,113.	\$39,488.	\$40,909.	\$42,382.	\$43,908.	\$45,486.	\$47,125.	\$48,822.	\$50,578.
S-16	\$35,606.	\$36,887.	\$38,216.	\$39,592.	\$41,016.	\$42,494.	\$44,024.	\$45,609.	\$47,249.
S-15	\$32,976.	\$34,164.	\$35,393.	\$36,666.	\$37,985.	\$39,355.	\$40,769.	\$42,237.	\$43,759.
S-14	\$30,528.	\$31,627.	\$32,766.	\$33,946.	\$35,167.	\$36,432.	\$37,745.	\$39,105.	\$40,513.
S-13	\$28,266.	\$29,282.	\$30,337.	\$31,426.	\$32,560.	\$33,733.	\$34,946.	\$36,205.	\$37,509.
S-12	\$26,185.	\$27,127.	\$28,104.	\$29,116.	\$30,163.	\$31,250.	\$32,374.	\$33,539.	\$34,747.
S-11	\$24,758.	\$25,630.	\$26,533.	\$27,470.	\$28,438.	\$29,443.	\$30,483.	\$31,563.	\$32,680.
S-10	\$23,562.	\$24,388.	\$25,249.	\$26,140.	\$27,062.	\$28,016.	\$29,006.	\$30,030.	\$31,091.
S-9	\$21,902.	\$22,674.	\$23,469.	\$24,295.	\$25,150.	\$26,037.	\$26,957.	\$27,905.	\$28,892.
S-8	\$20,245.	\$20,954.	\$21,691.	\$22,452.	\$23,241.	\$24,057.	\$24,903.	\$25,782.	\$26,690.
S-7	\$18,832.	\$19,492.	\$20,174.	\$20,880.	\$21,615.	\$22,373.	\$23,159.	\$23,974.	\$24,817.
S-6	\$17,789.	\$18,411.	\$19,052.	\$19,719.	\$20,411.	\$21,126.	\$21,868.	\$22,636.	\$23,430.
S-5	\$16,804.	\$17,390.	\$17,997.	\$18,267.	\$18,280.	\$19,954.	\$20,739.	\$21,377.	\$22,128.
S-4	\$15,352.	\$15,907.	\$16,478.	\$17,072.	\$17,687.	\$18,324.	\$18,983.	\$19,668.	\$20,375.
S-3	\$14,495.	\$15,016.	\$15,556.	\$16,116.	\$16,697.	\$17,298.	\$17,920.	\$18,565.	\$19,233.
S-2	\$13,511.	\$13,997.	\$14,502.	\$15,023.	\$15,564.	\$16,126.	\$16,705.	\$17,304.	\$17,929.
S-1	\$12,898.	\$13,360.	\$13,842.	\$14,341.	\$14,857.	\$15,392.	\$15,946.	\$16,520.	\$17,115.

SCHEDULE M - MANAGEMENT SALARY SCHEDULE

Effective 12/31/95

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	MAXIMUM
M-5	\$65,330.	\$67,683.	\$70,120.	\$72,645.	\$75,258.	\$77,968.
M-4	\$57,578.	\$59,653.	\$61,800.	\$64,023.	\$66,329.	\$68,717.
M-3	\$50,320.	\$52,130.	\$54,008.	\$55,952.	\$57,967.	\$60,055.
M-2	\$45,376.	\$47,008.	\$48,702.	\$50,452.	\$52,269.	\$54,153.
M-1	\$39,592.	\$41,017.	\$42,494.	\$44,023.	\$45,902.	\$47,250.

Fiscal Year 1996

SCHEDULE CRates for Part-time and Seasonal Positions
(rates are hourly unless specifically noted)

Effective July 2, 1995

<u>TITLE</u>	<u>RATE</u>
#Activity Instructor (per session)	
Group A	\$5.00
Group B	\$7.00
Group C	\$8.00
Group D	\$10.00
Group E	\$12.00
Group F	\$15.00
Group G	\$18.00
Group H	\$21.00
Group I	\$25.00
Group J	\$28.00
Animal Inspector (per annum)	\$3,490.73
Assistant, Council on Aging	\$9.93
Building Inspector Substitute	\$14.18
Building Monitor	\$6.07
Canvasser	\$6.08
Clerk (PT)	\$9.93
Code Enforcement Officer	\$14.18
Committee Secretary, Board of Appeals	\$12.31
Conservation Officer	\$14.18
#Director of Civil Defense	\$3,000.00
Director of Emergency Management Services	\$1,575.90
Election Clerk	*
Election Inspector	*
Election Warden	*
Finance Committee Executive Secretary (per annum)	\$13,151.11
Junior Building Custodian	\$9.11
Library Assistant 1 (PT)	\$7.48
Library Assistant 2 (PT)	\$9.28
Library Page	
First Year	\$5.37
Second Year	\$5.69
#Parking Clerk	\$4,000.00
Parking Enforcement Attendant (PT)	\$8.28
Personal Computer Specialist	\$25.50
#Plumbing & Gas Inspector Substitute	
(per diem)	\$41.00
(per inspection)	\$12.00
Police Matron	\$13.12
Program Coordinator (PT)	\$12.79
Assistant Program Coordinator (PT)	\$11.25
Recording Secretary	\$12.31
Recreation Specialist 1	\$6.07
Recreation Specialist 2	\$6.90
Recreation Specialist 3	\$7.46
Recreation Specialist 4	\$8.28
Recreation Specialist 5	\$10.23
Reference Librarian (PT)	\$12.90
#Registrar of Voters (per annum)	\$545.00
Seasonal Packer/Driver	\$8.70
Student Draftsman and Rodman	

First Year	\$9.25
Second Year	\$9.64
Third Year	\$9.99
Fourth Year	\$10.38
Fifth Year	\$10.73
Student Intern 1	\$6.43
Student Intern 2	8.57
Student Intern 3	\$10.72
Student Intern 4	\$12.86
Temporary Janitor	\$5.80
Temporary Laborer	
First Year	\$6.15
Second Year	\$6.59
Third Year	\$7.04
Fourth Year	\$7.48
Fifth Year	\$8.01
Town Counsel (per annum)	\$47,698.20
Traffic Supervisor	\$13.12
#Wiring Inspector Substitute	
(per diem)	\$41.00
(per inspection)	\$12.00
#Youth Center Worker 1	\$8.75
#Youth Center Worker 2	\$9.38
#Youth Center Worker 3	10.00
#Youth Center Worker 4	\$10.50
#Youth Center Worker 5	\$11.00

Titles not included in general wage increases.

* Rates set by Board of Selectmen

Fiscal Year 1996

SCHEDULE CRates for Part-time and Seasonal Positions
(rates are hourly unless specifically noted)

Effective December 31, 1995

<u>TITLE</u>	<u>RATE</u>
#Activity Instructor (per session)	
Group A	\$5.00
Group B	\$7.00
Group C	\$8.00
Group D	\$10.00
Group E	\$12.00
Group F	\$15.00
Group G	\$18.00
Group H	\$21.00
Group I	\$25.00
Group J	\$28.00
Animal Inspector (per annum)	\$3,525.64
Assistant, Council on Aging	\$10.03
Building Inspector Substitute	\$14.32
Building Monitor	\$6.13
Canvasser	\$6.14
Clerk (PT)	\$10.03
Code Enforcement Officer	\$14.32
Committee Secretary, Board of Appeals	\$12.44
Conservation Officer	\$14.32
#Director of Civil Defense	\$3,000.00

Director of Emergency Management Services	\$1,591.66
Election Clerk	*
Election Inspector	*
Election Warden	*
Finance Committee Executive Secretary (per annum)	\$13,282.62
Junior Building Custodian	\$9.20
Library Assistant 1 (PT)	\$7.56
Library Assistant 2 (PT)	\$9.37
Library Page	
First Year	\$5.42
Second Year	\$5.75
#Parking Clerk	\$4,000.00
Parking Enforcement Attendant (PT)	\$8.36
Personal Computer Specialist	\$25.76
#Plumbing & Gas Inspector Substitute	
(per diem)	\$41.00
(per inspection)	\$12.00
Police Matron	\$13.25
Program Coordinator (PT)	\$12.91
Assistant Program Coordinator (PT)	\$11.33
Recording Secretary	\$12.44
Recreation Specialist 1	\$6.13
Recreation Specialist 2	\$6.97
Recreation Specialist 3	\$7.53
Recreation Specialist 4	\$8.36
Recreation Specialist 5	\$10.34
Reference Librarian (PT)	\$13.03
#Registrar of Voters (per annum)	\$545.00
Seasonal Packer/Driver	\$8.79
Student Draftsman and Rodman	
First Year	\$9.34
Second Year	\$9.74
Third Year	\$10.09
Fourth Year	\$10.48
Fifth Year	\$10.83
Student Intern 1	\$6.49
Student Intern 2	\$8.66
Student Intern 3	\$10.82
Student Intern 4	\$12.99
Temporary Janitor	\$5.86
Temporary Laborer	
First Year	\$6.21
Second Year	\$6.65
Third Year	\$7.11
Fourth Year	\$7.56
Fifth Year	\$8.09
Town Counsel (per annum)	\$48,175.18
Traffic Supervisor	\$13.25
#Wiring Inspector Substitute	
(per diem)	\$41.00
(per inspection)	\$12.00
#Youth Center Worker 1	\$8.75
#Youth Center Worker 2	\$9.38
#Youth Center Worker 3	10.00
#Youth Center Worker 4	\$10.50
#Youth Center Worker 5	\$11.00

Titles not included in general wage increases.

* Rates set by Board of Selectmen

Mrs. Michele M. McQuillen, Vice Chairman, addressed this proposal on behalf of the Personnel Board.

Mr. William M. Powers expressed concern on the Town's "ability to pay" indicating that Town Meeting Members are here to represent the taxpayers.

Mr. Paul O'Connor, Chairman, advised that the Finance

Committee did take the "ability to pay" into consideration.

Mr. Paul Theodore Owens, Vice Chairman, Board of Selectmen, explained that the Board addressed three concerns - affordability, fairness, and acceptability. The Town of Needham is one of the twenty wealthiest towns in the State and enjoys a high rating. Mr. Owens suggested that 80% of the residents agree with the level of service and its costs. He further noted that while the Town is a \$50 million dollar business, no business can force you to buy services like a town does.

Mr. Robert Y. Larsen also shared the concerns of Mr. William M. Powers. He reminded Town Meeting that the Moderator cautioned us a couple of years ago that we would have to make tough decisions in the years ahead. Mr. Larsen suggested that Town Meeting should consider a mechanism whereby all cost factors are brought together.

Mr. James Hugh Powers cautioned labeling the Town of Needham as one of the twenty wealthiest towns in the State because Per Capita figures can be misleading, particularly when they include the very wealthy and the not so very wealthy.

In response to an inquiry from Mr. Foster S. Crook, Mr. Carl Valente, Town Administrator, advised that the Board of Selectmen is trying to consolidate the Inspection Department and that upon the retirement of the former Sealer of Weights & Measures, the position was combined with another part time position in that department where benefits were already included in the 20-hour per week position.

Mrs. Andrea Jan Wizer questioned when the Town would go to an annual dollar increase instead of a percentage. The higher grades keep getting higher raises and the lower grades keep getting smaller raises while the cost of living increase should be the same.

After a brief discussion, a motion to move the previous question was offered by Mr. Frederick Waldman. The motion was presented and carried by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

At 9:50 P.M. Mrs. Sally B. Davis moved to adjourn the Annual Town Meeting until the Special Town Meeting is dissolved. It was so voted unanimously.

The Moderator called the Special Town Meeting to order, declared a quorum to be present, and requested the Town Clerk to so record.

At 9:52 P.M., Mrs. Sally B. Davis offered the following resolutions:

RESOLUTION

In Memory of Peter W. Carre

WHEREAS, Peter W. Carre was born in Glasgow, Scotland and moved to Needham at an early age; and

WHEREAS, Peter was married to Charlotte Boden Carre and they raised their three children, Peter, Jr., Catherine, and Jane, here; and

WHEREAS, Peter served with the Air Force during World War II and returned to work in Needham; and

WHEREAS, Peter was past president and honorary member of the Needham Exchange Club, a founding member and a past president of the Needham Pool and Racquet Club, a member of Norfolk Lodge, and a member of the Carter United Methodist Church; and

WHEREAS, Peter was elected to the Board of Selectmen in 1957, and held the position for twelve years until 1969; and

WHEREAS, Peter served Needham as a Town Meeting Member for over 20 years; and

WHEREAS, His devoted service to the Town will long be remembered by all its citizens;

NOW, THEREFORE BE IT RESOLVED by this body that the 1995 Special Town Meeting be adjourned in remembrance of Peter W. Carre.

RESOLUTION

In Memory of Joyce Rockmore

WHEREAS, Joyce Rockmore was an enthusiastic member of the community; and

WHEREAS, Joyce was married to Alan Rockmore and they became residents of Needham in 1967, and raised two daughters, Marlene and Naomi; and

WHEREAS, Joyce was a Needham Chronicle columnist involved in many aspects of Needham life; and

WHEREAS, Joyce was well-known for her creative ideas and as a patron of origami, and as the founder of Paperfolders in New England; and

WHEREAS, She was responsible for the idea of a town "Pig Day" in the mid-1980's to benefit the Friends of the Library; and

WHEREAS, Joyce was a wealth of information and a warm human being; and

WHEREAS, Joyce was a Town Meeting Member for 14 years;

NOW, THEREFORE BE IT RESOLVED by this body that the 1995 Special Town Meeting be adjourned in honor of Joyce Rockmore for her many contributions to the town.

ACTION: Said resolutions were presented and carried unanimously by voice vote.

The Moderator called the Annual Town Meeting to order, declared a quorum to be present, and asked the Town Clerk to so record.

ARTICLE 14: ESTABLISH ELECTED OFFICIALS' SALARIES

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1995, as required by the General Laws, Chapter 41, Section 108 and as recommended

by the Personnel Board and subject to, in the case of the Town Clerk, the longevity provisions of Section 9.11.12 of the Consolidated Personnel By-Law.

Town Clerk	\$44,290.
Town Clerk with Six Years of Service	\$51,500.
Selectmen, Chairman	\$1,800.
Selectmen, Others	\$1,500.
Assessor, Chairman	\$1,800.
Assessor, Others	\$1,500.;

or take any other action relative thereto.

MOVED: That the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1995, as required by the General Laws, Chapter 41, Section 108 and as recommended by the Personnel Board and subject to, in the case of the Town Clerk, the longevity provisions of Section 9.11.12 of the Consolidated Personnel By-Law.

Town Clerk	\$44,290.
Town Clerk with Six Years of Service	\$51,500.
Selectmen, Chairman	\$1,800.
Selectmen, Others	\$1,500.
Assessor, Chairman	\$1,800.
Assessor, Others	\$1,500.

A motion to amend Article 14, Elected Officials' Salaries, by deleting the following words:

"Town Clerk	\$44,290.
Town Clerk with six years of service	\$51,500."

and inserting in place thereof the following:

"Town Clerk 7/2/95	\$45,176.
Town Clerk 12/31/95	\$45,628.
Town Clerk with six years of service 7/2/95	\$52,530.
Town Clerk with six years of service 12/31/95	\$53,055."

Mr. James Bucking, member, addressed this proposal on behalf of the Personnel Board. He stated that the position of Town Clerk is the only full time elected position in the Town and that the Town Clerk is receiving the same recommended 2% and 1% increase as the other non-represented employees in Town Hall.

The motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried by voice vote.

VOTED: That the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1995, as required by the General Laws, Chapter 41, Section 108 and as recommended by the Personnel Board and subject to, in the case of the Town Clerk, the longevity provisions of Section 9.11.12 of the Consolidated Personnel By-Law.

Town Clerk 7/2/95	\$45,176.
Town Clerk 12/31/95	\$45,628.
Town Clerk with six years of service 7/2/95	\$52,530.
Town Clerk with six years of service 12/31/95	\$53,055.
Selectmen, Chairman	\$ 1,800.
Selectmen, Others	\$ 1,500.
Assessor, Chairman	\$ 1,800.
Assessor, Others	\$ 1,500.

ARTICLE 15: AMEND CONSOLIDATED PERSONNEL BY-LAW

To see if the Town will vote to amend its Consolidated Personnel By-law (Article IX of the General By-laws of the Town of Needham by:

1. Amending Section 9.11.16 by inserting the following at the end of the section:

Merit Raise At the written request of the appointing authority or department head, the Personnel Board may grant a merit increase in an amount not to exceed three percent in any one year, or ten percent over the duration of employment, if the employee has demonstrated exceptional performance in accordance with regulations promulgated by the Personnel Board. Approved merit raises shall only be granted to employees who have been at maximum for at least one year;

2. deleting the second paragraph of Section 9.11.11;
3. deleting in Section 9.2 the words "the Trustees of Glover Memorial Hospital and";

or take any other action relative thereto.

MOVED: That the Town will vote to amend its Consolidated Personnel By-law (Article IX of the General By-laws of the Town of Needham by:

1. Amending Section 9.11.16 by inserting the following at the end of the section:

Merit Raise At the written request of the appointing authority or department head, the Personnel Board may grant a merit increase in an amount not to exceed three percent in any one year, or ten percent over the duration of employment, if the employee has demonstrated exceptional performance in accordance with regulations promulgated by the Personnel Board. Approved merit raises shall only be granted to employees who have been at maximum for at least one year;

2. deleting the second paragraph of Section 9.11.11;
3. deleting in Section 9.2 the words "the Trustees of Glover Memorial Hospital and".

Mr. Richard S. Creem, Chairman, addressed this proposal on behalf of the personnel Board. He urged Town Meeting to implement the full merit program so that the non-represented employees would have the same merit program as the represented groups. He indicated that it is not good to differentiate between represented and non-represented employees.

Mrs. Emily M. Salaun, Chairman, urged support of this article on behalf of the Trustees of Needham Library. Mrs. Lois Sockol also expressed support of the merit proposal.

ACTION: The main motion was presented and carried unanimously by voice vote.

At this time, a motion to advance Articles 20, 21, 29, 32, and 49 prior to Article 16 (Operating Budget) was offered by Mr. Paul O'Connor. The motion was presented and carried unanimously by voice vote.

ARTICLE 20: APPROPRIATE FOR WORLD WAR II COMMEMORATIVE CELEBRATION

To see if the Town will vote to appropriate \$1,000. for the purpose of conducting a celebration in honor of the 50th anniversary of the end of World War II; said sum to be spent under the direction of the WWII Commemorative Committee; determine how such sum shall be raised; or take any other action relative thereto:

MOVED: That the Town raise and appropriate \$1,000. for the purpose of conducting a celebration in honor of the 50th anniversary of the end of World War II; said sum to be spent under the direction of the WWII Commemorative Committee; such sum shall be raised from the current tax levy.

Mrs. Carol Johnson Boulris, member, addressed this proposal on behalf of the WWII Commemorative Committee. She advised that this committee was established by the Board of Selectmen and that as a town committee, it cannot solicit funds. The Committee is hoping to provide certificates to WWII veterans and present a plaque with the names of 48 Needham veterans who never returned.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 21: APPROPRIATE FOR TAX WORK-OFF PROGRAM

To see if the Town will vote to appropriate \$5,000. for the purpose of conducting a tax work-off program; said sum to be spent under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

MOVED: That the Town raise and appropriate \$5,000. for the purpose of conducting a tax work-off program; said sum to be spent under the direction of the Board of Selectmen; such sum shall be raised from the current tax levy.

Mrs. Sally B. Davis, Chairman, presented this proposal on behalf of the Board of Selectmen. She indicated that this is a modest program for citizens age 60 and over to work off a portion of their property tax. The hourly rate for this program is \$5.00 and allows citizens to earn up to \$500. per fiscal year.

Mr. Russell S. Broad, Jr. expressed support for this proposal indicating that a \$10,000. appropriation would be better than \$5,000, but that this is a start.

Mr. Paul O'Connor, Chairman, advised that the Finance Committee does not recommend adoption of this article. He questioned the town's liability and the method of selecting who will get these jobs. He explained that the Finance Committee never had an opportunity to see this budget item during budget deliberations.

In a response to Mrs. Sheila G. Pransky, Mrs. Davis stated that the Board of Selectmen will be working with the Council On Aging to determine who would be entitled to this tax work-off program. She also advised that these workers would be covered by Workers Compensation.

The following Town Meeting members expressed support of this program: Gerald R. Browne, Ron Sockol, Richard B. Weitzen, Mary J. P. O'Brien, and Gregory H. Birne.

A motion to move the previous question was offered by Mr. John F. Connell. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion was presented and carried by voice vote.

ARTICLE 29: TRANSFER OF UNDESIGNATED FUND BALANCE (FREE CASH)

To see if the Town will vote to transfer \$1,455,000. from the Undesignated Fund Balance account (Free Cash) to meet, in part, appropriations made at this Town Meeting, and to authorize the Board of Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1996; or take any other action relative thereto.

MOVED: That the Town transfer \$1,455,000. from the Undesignated Fund Balance account (Free Cash) to meet, in part, appropriations made at this Town Meeting, and to authorize the Board of Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1996.

ACTION: The main motion was presented and carried unanimously by voice vote.

At 10:55 P.M., Mr. Gilbert W. Cox, Jr. moved that the Annual Town Meeting stand adjourned to Monday, May 8, 1995 at 7:30 P.M. at the Newman Elementary School, and it was so voted unanimously.

Theodora K. Eaton, CMC/AEE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

Monday, May 8, 1995

Pursuant to adjournment of the Annual Town Meeting held May 3, 1995, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman Elementary School on Monday, May 8, 1995, at 7:30 P.M.

Check lists were used and 243 Voters were checked on the list as being present, including 227 Town Meeting Members.

At the designation of Rev. Dawna Keene, President of the Needham Clergy Association, Mr. Paul Gardner, First Church of Christ Scientist, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

ARTICLE 32: APPROPRIATE FOR NEWMAN SCHOOL GROUNDS

To see if the Town will vote to raise and appropriate the sum of \$128,000 to reconstruct certain portions of the Newman School Grounds; to be spent under the direction of the Board of

Selectmen; determine how such sum shall be raised; or take any other action relative thereto:

MOVED: That the Town raise and appropriate \$128,000. to reconstruct certain portions of the Newman School Grounds; to be spent under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer with the approval of the Selectmen, is authorized to borrow up to \$128,000. for a period of up to 15 years, under G. L. Ch. 44, s. 7.

Mr. Paul Theodore Owens, Vice Chairman, addressed this proposal on behalf of the Board of Selectmen. He explained that there is a multi-year plan to turn the fields over, one at a time. This article proposes to renovate the football fields, tennis courts, baseball diamond and all grounds at the Newman Elementary School for a complete renovation.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 49: APPROPRIATE FOR PARK & RECREATION PARK REPAIRS

To see if the Town will vote to raise and appropriate the sum of \$21,000 to provide repair work at Riverside, Avery, Dwight, Claxton and Cricket Fields and install fencing at Walker Gordon and DeFazio Fields; said sum to be expended under the direction of the Park and Recreation Commission; determine how such sum shall be raised; or take any other action relative thereto.

MOVED: That the Town raise and appropriate the sum of \$21,000 to provide repair work at Riverside, Avery, Dwight, Claxton and Cricket Fields and install fencing at Walker Gordon and DeFazio Fields; said sum to be expended under the direction of the Park and Recreation Commission; such sum shall be raised from the current tax levy.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 16: APPROPRIATE THE FY96 OPERATING BUDGET

To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses; or take any other action relative thereto.

Mr. Paul O'Connor, Chairman, presented the Finance Committee's recommended Fiscal Year 1996 Operating Budget. He presented a review of the capital projects, an explanation of the budget and budget highlights, and offered the proposed amendments to various line items.

Mr. O'Connor explained that the Overlay Account is monies set aside to cover abatements. The Finance Committee put aside \$700,000. to cover abatements until July 1, 1995. The balance at this time is approximately \$100,000. While the lion's share is behind us, but we will probably need an additional \$200,000 - \$300,000. Mr. O'Connor further stated that, unfortunately, the Finance Committee is going to recommend a transfer of \$250,000. from the Stabilization Fund to go into the Overlay Account for Fiscal Year 1996.

A motion was offered by Mr. Paul O'Connor that a motion to increase a line item include from whence the same dollars shall be removed. The motion was presented and carried unanimously by voice vote.

The following amendments to the Operating Budget were offered by Mr. Paul O'Connor:

Line Item	Appropriation	Changing From	Changing To
019	Bond Interest	\$370,150.	\$407,150.*
014	Wrkrs. Comp.	355,500.	350,500.*
101	Bd. of Selectmen, Salaries	273,568.	281,739.*
105	Town Clerk, Salaries	129,199.	132,401.*
110	Legal, Salaries	46,763.	47,937.*
113	Personnel Bd., Salaries	1,099.	1,127.*
201	Assessors, Salaries	194,755.	199,523.*
202	Assessors, Pur. Of Serv	2,250.	25,000.*

Under Line 205, Finance Department, Salaries, a motion to delete the amount of \$54,262. from \$621,104. to \$571,841. was offered by Mr. Richard W. Gatto. Mr. Gatto opposed hiring a Finance Director and creating one more layer in the budget process Mrs. Susan W. Abbott expressed concern that the Town would lose possible grant funding if the Town did not hire a Finance Director.

Mr. Paul Theodore Owens, Vice Chairman, Board of Selectmen, explained that the Town has had the position of Finance Director on the books since 1978 as well as the position of Executive Secretary. When the position of Town Administrator evolved, Mr. Carl Valente left the position of Finance Director to fill in the newly created position. This left the position of Finance Director unfilled. The time has come to fill this position.

Under Line Item 205, Finance Department, Salaries, a motion to delete the amount of \$54,262. From \$641,818. changing the amount to \$587,556. was offered by Susan R. Posner.

Mr. Richard W. Gatto moved to withdraw his motion under Line Item 205 to delete \$54,262 from \$621,103. changing the amount to \$571,841. and it was so voted unanimously.

After a brief discussion, a motion to move the previous question was offered by Mr. Frederick Waldman. The motion was presented and it was so voted unanimously.

Mrs. Posner's motion to amend under Line Item 205 to delete the amount of \$54,262. from \$641,818. changing the amount to \$587,566. was presented, but it failed to pass by voice vote.

Mr. O'Connor's motion to amend Line Item 205 from \$626,103. to \$641,818. was presented and carried by voice vote.

209	Fin. Com., Salaries	\$12,894.	13,218.*
211	Fin. Com., Reserve Fund	652,500.	264,498.*
212	Retirement, Salaries	45,669.	46,740.*

The Moderator requested unanimous consent to allow Mr. William Sullivan, Director of School Business Services, and non-resident, to address Town Meeting if the need arises and it was so voted.

401	Police, Salaries	\$2,711,876.	\$2,722,763.*
402	Police, Pur. of Serv.	40,058.	45,721.*
403	Police, Expenses	106,767.	112,267.*
405	Fire, Salaries	3,474,368.	3,633,259.*

Under the Civil Defense Budget, A motion to transfer the amounts under Line Items 409, 410, and 411 to the Reserve Fund, to consider the appropriateness of these line items, and to report to the next Annual Town Meeting or sooner was offered by Mr. William M. Powers.

Mr. Carl Valente, Town Administrator, explained that the Board of Selectmen plan to pull the Emergency Management Services (including Civil Defense) into the Fire Department. However, because this would constitute a change in work duty, this must go through the bargaining process and become part of the firefighters' contract. In addition, the Town presently pays rent on space occupied by Civil Defense.

Mr. William M. Powers moved to withdraw his motion and it was so voted unanimously.

412	Building, Salaries	\$ 172,134.	\$176,455.*
501	DPW, Salaries	1,926,079.	2,049,607.*
503	DPW, Expenses	319,035.	320,960.*

Under Line Item 505, Snow and Emergency salary, Mr. Eugene S. McMorrow again questioned the amount of money used to purchase salt. Mr. Paul Theodore Owens, Selectmen, explained that the Town purchased calcium chloride and sand in addition to salt. He further stated that the Town needed to replenish these supplies from the prior year. Mr. Paul O'Connor advised that the \$150,000. for line items 505 and 06 is a fairly constant number over the past few years.

In response to an inquiry from Mr. William M. Powers under Line Item 507, Mr. Keith M. McClelland advised that \$29,000. was added to the DPW, Salaries, and \$6,000. to Park and Recreation, Salaries for building maintenance.

After a brief discussion, Mr. Gerald R. Browne moved to amend Line Item 507, Building Maintenance, Salaries from \$163,511. To \$160,815. Mr. Paul Theodore Owens explained that grounds expense is in Line Item 501 and not in Line Item 507.

Mr. Gerald R. Browne moved to withdraw his motion and it was so voted unanimously.

507	Bldg. Maint., Salaries	\$ 163,551.	\$166,815.*
-----	------------------------	-------------	-------------

Under Line Item 501, DPW; Salaries, Mr. John E. Comando stated that this new position was the equivalent of a W-4 with a salary of approximately \$22,000. yearly.

508	Bldg. Maint., Pur. Of Serv.	\$ 205,890.	\$200,227.*
509	Bldg. Maint., Expenses	56,470.	50,970.*
601	Bd. Of Hlth, Salaries	192,804.	197,643.*
605	Veterans. Srvs., Salaries	35,824.	36,723.*
608	Youth Com., Salaries	107,187.	109,877.*
609	Youth Com., Pur. Of Serv.	4,790.	2,140.*
610	Youth Com., Expenses	0.	2,650.*
612	Council on Aging, Salaries	153,860.	157,722.*
701	Planning Bd., Salaries	88,207.	88,371.*
705	Conservation Com., Salaries	13,738.	14,083.*
709	Bd. of Appeals, Salaries	5,253.	5,385.*
801	Library, Salaries	523,435.	536,573.*
806	Park & Recreation, Salaries	269,933.	277,558.*

In response to an inquiry from Mr. Gerald R. Browne under Line Item 209, Finance Committee, Salaries, Mr. Paul O'Connor advised that the Executive Secretary to the Finance Committee reports to that Committee and the Finance Director reports to the Board of Selectmen.

After a lengthy discussion, Mr. Paul O'Connor explained that the \$35,000 increase for building maintenance should be an increase of \$27,381. under Line Item 501, DPW, Salaries, and an increase of \$7,619. under Line Item 502, DPW, Purchase of Service.

Under Line Item 501, DPW, Salaries, a motion to change the amount from \$2,049,607. to \$2,041,988. was offered by Mr. Paul O'Connor. The motion was presented and carried unanimously by voice vote.

Under Line Item 502, DPW, Purchase of Service, a motion to change the amount from \$1,233,632. to \$1,226,013. was offered by Mr. Paul O'Connor. The motion was presented and carried unanimously by voice vote.

A motion to transfer \$250,000. from the Stabilization Fund to Line Item 211, Finance Committee, Reserve Fund, for the purpose of funding same was offered by Mr. David W. Kunhardt.

Under Line Item 502, DPW, Purchase of Service, a motion to change the amount from \$1,226,013. to \$1,241,251. Was offered by Mr. Paul O'Connor. The motion was presented and carried unanimously by voice vote.

Under Line Item 211, Finance Committee, Reserve Fund, Mr. David F. Devine explained that the amount is not being changed, just the appropriation sources.

Mr. Kunhardt's motion, which requires a two thirds vote, was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 153 - No 16.

A motion was offered by Mr. Paul O'Connor to transfer the following amounts from the Parking Meter Fund to partially fund the following line items:

101	Selectmen, Salaries	\$5,500.
103	Selectmen, expenses	3,000.
401	Police, Salaries	20,000.
501	DPW, Salaries	26,500.

Mr. O'Connor's motion to transfer from the Parking Meter Fund was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town raise and appropriate for the necessary Town charges and expenses as follows:

TOWNWIDE EXPENSES:

010.	Street lighting	\$380,000.
011.	Garbage collection	95,000.
012.	Insurance, general	462,071.
013.	Health insurance	3,472,000.
014.	Worker's compensation	350,500.
015.	Prop. self insurance	15,000.
016.	Unif. serv. self insurance	120,000.
017.	Unemployment compensation	30,000.
018.	Maturing bonds	1,162,994.
019.	Bond interest	407,150.
020.	Contributory retirement	2,907,644.
021.	Chapter 32 retirement	200,000.
022.	Minuteman Voc. Assessment	497,325.
023.	MBTA Commuter Parking	73,000.

GENERAL GOVERNMENT

BOARD OF SELECTMEN:

101.	Salaries	\$281,739.
	(Raised by transfer of \$5,500. from the Parking Meter Fund and the balance of \$276,239. from the	

	current tax levy)	
102.	Purchase of Service	116,408.
103.	Expenses	18,950.
	(Raised by transfer of \$3,000. from the Parking Meter Fund and the balance of \$15,950. from the current tax levy)	
104.	Capital Outlay	4,000.

TOWN CLERK/BOARD OF REGISTRARS

105.	Salaries	132,401.
106.	Purchase of service	16,925.
107.	Expenses	3,275.
108.	Capital Outlay	0.
109.	Tellers/Canvassers/Details	13,800.

LEGAL:

110.	Salaries	47,937.
111.	Special Fees	110,000.
112.	Expenses	5,000.

PERSONNEL BOARD:

113.	Salaries	1,127.
114.	Merit Bonus	7,500.

FINANCE

ASSESSORS:

201.	Salaries	199,523.
202.	Purchase of service	25,000.
203.	Expenses	12,480.
204.	Capital Outlay	1,000.

FINANCE DEPARTMENT:

205.	Salaries	641,818.
206.	Purchase of Service	319,030.
207.	Expenses	81,720.
208.	Capital Outlay	40,650.

FINANCE COMMITTEE:

209.	Salaries	13,218.
210.	Expenses	500.
211.	Reserve Fund	264,498.
	(Raised by transfer of \$250,000. from the Stabilization Fund and the balance of \$14,498. from the current tax levy)	

CONTRIBUTORY RETIREMENT:

212.	Salaries	46,740.
213.	Purchase of service	2,200.
214.	Expenses	3,400.

EDUCATION:

SCHOOL DEPARTMENT:

301.	Salaries	17,812,877.
302.	Purchase of Service	2,296,928.
303.	Expenses	686,721.
304.	Capital Outlay	243,569.

SCHOOL BUILDING MAINTENANCE:

305.	Salaries	1,367,390.
306.	Purchase of Service	941,076.
307.	Expenses	123,100.
308.	Capital Outlay	29,700.

PUBLIC SAFETY

POLICE:

401.	Total Salaries	2,722,763.
	(raised by transfer of \$20,000. from the	

Parking Meter Fund and the balance of \$2,702,763. from the current tax levy)	
402. Purchase of Service	45,721.
403. Expenses	112,267.
404. Capital Outlay	76,000.
FIRE:	
405. Total Salaries	3,633,259.
406. Purchase of service	45,213.
407. Expenses	155,570.
408. Capital Outlay	5,850.
CIVIL DEFENSE:	
409. Salaries	3,000.
415. Purchase of Service	11,925.
416. Expenses	3,075.
BUILDING:	
412. Salaries	176,455.
413. Purchase of service	1,260.
414. Expenses	5,847.
415. Capital Outlay	0.
<u>PUBLIC FACILITIES</u>	
PUBLIC WORKS:	
501. Salaries	2,041,988.
(Raised by transfer of \$26,500. from the Parking Meter Fund and the balance of \$2,015,488. from the current tax levy)	
502. Purchase of Service	1,241,251.
503. Expenses	320,960.
504. Capital Outlay	0.
505. Snow & Emergency Salary	70,000.
506. Snow & Emergency Expenses	80,000.
GENERAL GOVERNMENT BUILDING MAINTENANCE:	
507. Salaries	166,815.
508. Purchase of Service	200,227.
509. Expenses	50,970.
510. Capital Outlay	4,000.
<u>HUMAN SERVICES</u>	
BOARD OF HEALTH:	
601. Salaries	197,643.
602. Purchase of service	94,441.
603. Expenses	7,550.
604. Capital Outlay	0.
VETERANS' SERVICES:	
605. Salaries	36,723.
606. Expenses	3,200.
607. Benefits	31,000.
YOUTH COMMISSION:	
608. Salaries	109,877.
609. Purchase of Service	2,140.
610. Expenses	2,650.
611. Capital Outlay	0.
COUNCIL ON AGING:	
612. Salaries	157,722.
613. Purchase of Service	11,500.
614. Expenses	3,800.
615. Capital Outlay	0.
COMMISSION ON DISABILITIES:	

616. Expenses 513.

DEVELOPMENT**PLANNING BOARD:**

701. Salaries 88,371.
702. Purchase of Service 2,960.
703. Expenses 1,947.
704. Capital Outlay 0.

CONSERVATION COMMISSION:

705. Salaries 14,083.
706. Purchase of Service 3,429.
707. Expenses 1,146.
708. Capital Outlay 0.

BOARD OF APPEALS:

709. Salaries 5,385.
710. Expenses 3,350.
711. Capital Outlay 0.

HISTORICAL COMMISSION:

712. Expenses 513.

CULTURAL AND LEISURE SERVICES**LIBRARY:**

801. Salaries 536,573.
802. Purchase of Service 31,500.
803. Books & Periodicals 88,000.
804. Expenses 9,580.
805. Capital Outlay 0.

PARK & RECREATION:

807. Salaries 277,558.
808. Purchase of Service 23,347.
809. Expenses 24,778.
810. Capital Outlay 5,000.

MEMORIAL PARK:

811. Expenses 500.
812. Capital Outlay 0.

At 11:25 P.M. Mr. Gilbert W. Cox, Jr. moved that the Annual Town Meeting stand adjourned to Wednesday May 10, 1995 at 7:30 P.M. at the Newman Elementary School, and it was so voted unanimously.

Theodora K. Eaton, CMC/AAE,
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

Wednesday, May 10, 1995

Pursuant to adjournment of the Annual Town Meeting held May 8, 1995, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Elementary School on Wednesday, May 10, 1995, at 7:30 P.M.

Check lists were used and 225 Voters were checked on the list as being present, including 208 Town Meeting Members.

At the designation of Rev. Dawna Keene, President of the Needham Clergy Association, Rev. Gordon C. Swan, Pastor, First

Baptist Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Moderator announced that the 10th Annual Aids Pledge Walk will be held on Sunday, June 4, 1995. The Needham Townwide Aids Committee would like to urge people to join Needham's team as a walker or with a pledge.

The Moderator also announced that the recipient of the MassRecycle Board of Directors "Municipal Volunteer of the Year Award" for 1995 is Needham resident Mary Gerber. Mary Gerber conceived, developed and initiated the Returnables (bottles) Recycling Program based at the Recycling and Transfer Station and coordinates and schedules over 100 civic organizations who staff the Returnables Building on Saturdays.

ARTICLE 17: APPROPRIATE THE FY96 WATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the water department; under the provision of G.L. Chapter 44, Section 53F 1/2; or take any other action relative thereto.

MOVED: That the Town raise and appropriate or transfer from available funds the following sums of money to operate the water department; under the provision of G. L. Chapter 44, Section 53F 1/2:

901	Salaries	\$472,549.
902	Purchase of Services	229,891.
903	Expenses	121,255.
904	Capital Outlay	20,000.
905	MWRA Assessment	130,000.

Total \$973,695.;

Said sum to be raised from water fees.

A motion to discuss Articles 17 and 18 together, but vote on separately was offered by Mr. Paul Theodore Owens. The motion was presented and carried unanimously by voice vote.

Mr. Owens addressed these two proposals on behalf of the Board of Selectmen. He explained that Articles 17 and 18 use separate funds to record each activity and that this is basically an accounting procedure used to keep the enterprise separate from other government entities. Article 17 is the operating budget for the water fund and Article 18 is the operating budget for the sewer fund.

In response to an inquiry from Mr. Patrick Hyland, Mr. Carl Valente, Town Administrator, advised that because this is a new procedure, time is needed to move into the method of accounting and that eventually all costs relating to each item will be in the fund.

Mr. Owens advised Mr. David L. Gillmeister that all funding is by rate payers.

ACTION: The main motion under Article 17 was presented and carried unanimously by voice vote.

ARTICLE 18: APPROPRIATE THE FY96 SEWER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate or

transfer from available funds a sum of money to operate the sewer department; under the provisions of G.L. Chapter 44, Section 53F 1/2; or take any other action relative thereto.

MOVED: That the Town raise and appropriate or transfer from available funds the following sums of money to operate the sewer department; under the provisions of G. L. Chapter 44, Section 53F 1/2:

906	Salaries	\$413,959.
907	Purchase of Services	94,779.
908	Expenses	59,300.
909	Capital Outlay	0.
910	MWRA Assessment	3,130,000.

Total \$3,698,038.;

Said sum to be raised from the Sewer Funds.

Action: The main motion was presented and carried unanimously by voice vote.

Article 19 was previously withdrawn on May 1, 1995.

Article 20 was adopted unanimously on May 3, 1995.

Article 21 was adopted unanimously on May 3, 1995.

ARTICLE 22: CONTINUE REVOLVING FUND - SCHOOL BUSING

To see if the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E 1/2 of the General Laws for the revenues from the School Department Fee-Based Busing Program; to authorize the School Committee through the Superintendent to expend money from such fund in the amount of \$80,000 in fiscal year 1996; or take any other action relative thereto.

Summary of MGL Chapter 44, Section 53E 1/2: A revolving fund established under the provisions of MGL Chapter 44, Section 53E 1/2 must be authorized annually by vote of the Town Meeting. The Town Meeting may authorize the use of one or more revolving funds by one or more municipal agencies, boards, departments or offices which fund shall be accounted for separately from all other monies in the Town. The fund shall be credited only the departmental receipts received in connection with the programs supported by such revolving fund and expenditures may be made from the revolving fund without further appropriation, subject to the provisions of Section 53E 1/2.

The annual Town Meeting authorization for each revolving fund shall specify:

- (1) the programs and purposes for which the revolving fund may be expended;
- (2) the departmental receipts which shall be credited to the revolving fund;
- (3) the board, department or officer authorized to expend from such fund; and
- (4) a limit on the amount which may be expended from such fund in the ensuing year.

In any fiscal year the Board of Selectmen and the Finance Committee may approve an increase in the amount to be spent from the revolving fund, but in no event shall any agency, board, department or officer be authorized to expend in any one fiscal year more than one percent of the amount raised by the Town by taxation in the most recent fiscal year for which a tax rate has been

certified pursuant to MGL Chapter 59, section 23.

Said agency, board, department or office shall report annually to the Town Meeting or Board of Selectmen as provided by Section 53E ½.

At the close of a fiscal year in which a revolving fund is not reauthorized for the following year or in which the Town changes the purpose for which money may be spent the following year, the balance shall revert to surplus revenue unless the Annual Town Meeting votes to transfer such balance to another revolving fund.

MOVED: That the Town continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues from the School Department Fee-Based Busing Program; to authorize the School Committee through the Superintendent to expend money from such fund in the amount of \$80,000 in fiscal year 1996.

Mrs. Sheila G. Pransky, member, addressed this proposal on behalf of the School Committee. In response to an inquiry from Dr. Jonathan M. Davis, Mrs. Pransky advised that the \$195 fee is the cost of the service. Mr. William Sullivan, Director of Business Services stated that the fee does not cover the full cost of the service and that the position of Transportation Coordinator is paid from the School operating budget.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 23: CONTINUE REVOLVING FUND - MEMORIAL PARK

To see if the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues from Memorial Park user fees; such funds to be used for improvements to the Memorial Park; to authorize the Memorial Park Trustees to expend money from such fund in fiscal year 1996 in the amount of \$1,100; or take any other action relative thereto.

Summary of M.G.L. Chapter 44, Section 53E ½: See summary for Article 22.

MOVED: That the Town continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues from Memorial Park user fees; such funds to be used for improvements to the Memorial Park; to authorize the Memorial Park Trustees to expend money from such fund in fiscal year 1996 in the amount of \$1,100.

A motion to amend was offered by Mr. Ron Sockol to strike the words "user fees" and insert in place thereof the words "food concession" and to strike the amount "\$1,100." and insert in place thereof the amount "\$4,100."

Mr. Ron Sockol, member, addressed this proposal on behalf of the Trustees of Memorial Park. Mr. Sockol also invited Town Meeting Members to stop by and see the new garden at Memorial Park which is part of the beautification program.

Mr. Paul O'Connor, Chairman, Finance Director, advised that while the Finance Committee does not encourage the use of revolving funds as a whole, and did not support the main motion, it does support the amended motion with the language change.

Mr. Sockol's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues from Memorial Park food concession; such funds to be used for improvements to the Memorial Park; to authorize the Memorial Park Trustees to expend money from such fund in fiscal year 1996 in the amount of \$4,100.

ARTICLE 24: CONTINUE REVOLVING FUND - LOCAL TRANSPORTATION

To see if the Town will vote to continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues and expenditures associated with local transportation including grant revenues from the MBTA Suburban Transportation Program; to authorize the Board of Selectmen through the Town Administrator to expend money from such fund in fiscal year 1996 in the amount of \$22,100; or take any other action relative thereto.

Summary of M.G.L. Chapter 44, Section 53E ½: See summary for Article 22.

MOVED: That the Town continue a revolving fund account pursuant to the provisions of Chapter 44, Section 53E ½ of the General Laws for the revenues and expenditures associated with local transportation including grant revenues from the MBTA Suburban Transportation Program; to authorize the Board of Selectmen through the Town Administrator to expend money from such fund in fiscal year 1996 in the amount of \$22,100.

Mr. David F. Eldridge, Jr., Selectman, addressed this proposal on behalf of the Board of Selectmen.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 25 was previously adopted unanimously on May 1, 1995.

ARTICLE 26: ACCEPT SECTION 4 OF CHAPTER 73 OF THE ACTS OF 1986 -(CONTINUATION OF PROPERTY TAX EXEMPTION INCOME LIMITS)

To see if the Town will vote to accept, for fiscal year 1996, the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, which amends Chapter 59 of the General Laws relative to real estate property tax exemptions; and to approve an increase in the amount of 10% for each eligible exemption; or take any other action relative thereto.

Summary of Chapter 73, Section 4 of the Acts of 1986: Town Meeting approval of the additional exemption, as well as application for the exemption by the taxpayer, must be made annually. Approval was first granted by the May 1993 Town Meeting. Acceptance of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, permits the Town to grant an additional exemption to certain taxpayers who are surviving spouses, surviving minors of deceased parents, persons over the age of 70, certain veterans and disabled veterans and their surviving spouses, parents of veterans who died in wartime service and blind individuals, and who qualify for an exemption under any one of the following clauses of Section 5 of Chapter 59 of the General Laws:

Clauses 17, 17C, 17D, 22, 22A, 22B, 22C, 22D, 22E, 37, 37A, 41, 41B, 41C, 42, or 43.

The additional exemption shall be uniform for all exemptions but shall not exceed one hundred percent of a taxpayers original exemption. No taxpayer may pay less tax than paid on the preceding year, except through the application of General Laws Chapter 58, Section 8A or Chapter 59, Section 5, clause 18. The taxable valuation of the taxpayer's property shall not be less than ten percent of its fair cash value.

MOVED: That the Town accept, for fiscal year 1996, the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, which amends Chapter 59 of the General Laws relative to real estate property tax exemptions; and to approve an increase in the amount of 10% for each eligible exemption.

A motion to amend was offered by Mrs. Sally B. Davis to strike the percentage "10%" and insert thereof the percentage "13%". Mrs. Davis, Selectman, presented this proposal on behalf of the Board of Selectmen. She advised that the exemption is increased to 13% to account for the increase in property taxes.

In response to an inquiry from Mr. Ethan F. Fener, Mr. Paul O'Connor advised that the Finance Committee does not object to the percentage increase.

Mrs. Davis' motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town accept, for fiscal year 1996, the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, which amends Chapter 59 of the General Laws relative to real estate property tax exemptions; and to approve an increase in the amount of 13% for each eligible exemption.

ARTICLE 27 was previously adopted unanimously on May 1, 1995.

ARTICLE 28 was previously adopted unanimously on May 1, 1995.

ARTICLE 29 was previously adopted unanimously on May 3, 1995.

ARTICLE 30: APPROPRIATE FOR NEWMAN SCHOOL RENOVATIONS (Phase 2)

To see if the Town will vote to raise and appropriate the sum of \$687,536. to perform Phase 2 renovations to the Newman School; to be spent under the direction of the School Committee; to determine how such sum shall be raised; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$687,536. for a period up to 15 years under G.L.C 44 s7(25); or take any other action relative thereto.

MOVED: That the Town raise and appropriate the sum of \$687,536. to perform Phase 2 renovations to the Newman School; to be spent under the direction of the School Committee; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$687,536. for a period up to 15

years; under G. L. Ch. 44, s 7.

Mr. Karl H. Clauset, Jr., Chairman, addressed this proposal on behalf of the School Committee. He stated that the School Committee is asking Town Meeting to continue work on the Newman School over the next three Summers and that this proposal is Phase 2 to be completed during the Summer of 1995. Phase 2 includes Heating and ventilation repairs, roof repairs and gutter installation, handicapped accessibility and code compliance, chalk/marker boards, and incidental repairs and patching. The work is to be completed by September 1, 1995.

Mr. David W. Kunhardt, member, School Facilities Building Committee, advised that seven steps are being taken to assure that there is not a repeat of the Pollard Middle School problems including 1) Summer work only, 2) Full time project manager, 3) top quality team, 4) up front collaboration on health and safety and handicapped accessibility, 5) air quality testing before and after, 6) independent design review (HVAC & ADA), and 7) limited scope of work.

Mr. Paul O'Connor, Chairman, advised that the Finance Committee recommends adoption of this article using bonding as the method of financing.

In response to an inquiry from Mr. Irwin Silverstein, Mr. William Sullivan stated that the bid is to be opened in May and that if the article was not approved, no work would be done. Projected costs for Summer 1996 is \$1,470,000. for handicapped Accessibility and for Summer 1997 is \$2,710,000. for complete window replacement. Debt exclusion overrides are proposed for these two phases.

In response to an inquiry from Mr. Paul F. Denver, Mr. Clauset advised that the Town is required by law to upgrade any building undergoing major renovations. Thus it would not cost the Town less to make Mitchell School handicapped accessible instead of Newman.

Mr. Daniel P. Matthews, Selectman, advised that the Board of Selectmen recommends passage of this article and that this project is included in the Capital Plan for the Town.

After a lengthy discussion, a motion to move the previous question was offered by Mr. Frederick Waldman. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion, which requires a two thirds vote, was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 200 - No 3.

ARTICLE 31: APPROPRIATE FOR MITCHELL SCHOOL ADA ALTERATIONS

To see if the Town will vote to raise and appropriate \$105,000. to make improvements and alterations to the Mitchell School as required by the Americans With Disabilities Act; to be spent under the direction of the School Committee; determine how such sum shall be raised; or take any other action relative thereto.

A motion to postpone indefinitely the subject matter of Article 31 was offered by Mr. Daniel P. Matthews. The motion to postpone was presented and carried unanimously by voice vote.

Article 32 was previously adopted unanimously on May 8, 1995.

ARTICLE 33: APPROPRIATE FOR DPW SIDEWALK TRACTOR

To see if the Town will vote to raise and appropriate the sum of \$56,000. to purchase a sidewalk tractor, to be spent under the direction of the Board of Selectmen; to determine how such sum shall be raised; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$56,000 for a period up to five years under G.L. C.44 s7 (9); or take any other action relative thereto.

A motion to postpone indefinitely the subject matter of Article 33 was offered by Mr. Daniel P. Matthews.

In response to an inquiry from Mr. Jonathan M. Davis concerning the need to have clear sidewalks, Mr. Paul Theodore Owens, Selectman, stated that this sidewalk tractor is a heavy duty tractor for tall snowdrifts and will remain in the Capital Plan.

The motion to postpone indefinitely the subject matter of Article 33 was presented and carried unanimously by voice vote.

ARTICLE 34: APPROPRIATE FOR HILLSIDE SCHOOL PARKING AREA

To see if the Town will vote to raise and appropriate the sum of \$100,000. to reconstruct and expand the Hillside School Parking area; to be spent under the direction of the Board of Selectmen; to determine how such sum shall be raised; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$100,000. for a period up to five years, under G.L. C44 s.7 (6); or take any other action relative thereto.

MOVED: That the Town raise and appropriate \$100,000. to reconstruct and expand Hillside School Parking area; to be spent under the direction of the Board of Selectmen; that to meet appropriation the Treasurer, with approval of the Selectmen, is authorized to borrow up to \$100,000. for a period up to five years under G. L. Ch. 44, s7.

Mr. Daniel P. Matthews, Selectman, addressed this proposal on behalf of the Board of Selectmen. According to Mr. Matthews, this plan proposes to expand parking on school grounds. The alternative would be to force traffic onto side streets which would create a potential safety problem.

Town Meeting Members Deborah S. Winnick, Susan M. Anderson, and Robert Y. Larsen expressed concern with this plan.

Unanimous consent was given to allow Mr. Richard Merson, Director of Public Works and non-resident, to address Town Meeting. Mr. Merson advised that the vertical curbing outlined in this plan provides the greatest level of safety.

Mr. Gerald A. Wasserman, member, advised that the School Committee supports this proposal. The current situation is not good and even worse in bad weather.

Mr. Daniel P. Matthews advised that the site has restrictions and that this is the best alternative allowing for maximum expansion of site and surrounding area with funds available.

Mr. Thomas Soisson suggested in the future that school busses could bring in more children within a 3 block area and reduce the number of cars dropping off and picking up children.

Mr. Jonathan M. Davis, Chairman, advised that the School

Safety Study Committee approves of the plan as a workable solution.

A motion to move the previous question was offered by Mr. Gerald R. Browne. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 35: APPROPRIATE FOR WATER SYSTEM REHABILITATION

To see if the Town will vote to raise and appropriate the sum of \$250,000. for the rehabilitation and improvement of the water system including studies, engineering service, plans, specifications and contract documents for main relining and replacement, pumping station improvements, and treatment facilities; to be expended under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$250,000. for a period of up to 30 years under G.L. C. 44 s. 8 ; or take any other action relative thereto.

A motion to postpone indefinitely the subject matter of Article 35 was offered by Mrs. Sally B. Davis. The motion was presented and carried unanimously by voice vote.

ARTICLE 36: APPROPRIATE FOR DPW EQUIPMENT REPLACEMENT

To see if the Town will vote to raise and appropriate the sum of \$370,293. for DPW equipment; to be spent under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto

MOVED: That the Town raise and appropriate the sum of \$209,000. for DPW equipment, to be spent under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow \$209,000. for a period of up to 5 years, under G. L. Ch. 44, s 7.

Mr. Paul Theodore Owens, Vice Chairman, addressed this proposal on behalf of the Board of Selectmen.

ACTION: The main motion was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 170 - No 4.

ARTICLE 37: APPROPRIATE FOR GREAT PLAIN AVENUE PUMPING STATION / FORCE SEWER MAIN

To see if the Town will vote to raise and appropriate a sum of money to repair, reconstruct or replace the force sewer main located under Sportsman Pond and in Rosemary Glen; to be expended under the direction of the Board of Selectmen; to determine how such sum shall be raised; or take any other action relative thereto.

MOVED: That the Town raise and appropriate \$650,000. to repair, reconstruct or replace the force sewer main located under Sportsman Pond in Rosemary Glen; to be expended under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow \$650,000. for a period of up to 15 years under G. L. Ch. 44, s8.

Mr. John D. Marr, Jr., Selectman, addressed this proposal on

behalf of the Board of Selectmen. Mr. Marr urged support of this article and explained that this is a difficult sewer drain and the force main must be replaced in a manner that conforms to the Wetlands Protection Act.

Mr. Chuck Capone, President, Needham Sportsmen Club, also urged support of this article.

ACTION: The main motion was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 177 - No 0.

ARTICLE 38: APPROPRIATE FOR MAPPING SYSTEM FOR INFILTRATION / INFLOW PROJECTS

To see if the Town will vote to raise and appropriate the sum of \$340,000. to develop a mapping system to support an Automated Infiltration/Inflow Management System; to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

A motion to postpone indefinitely the subject matter of Article 38 was offered by Mrs. Sally B. Davis. The motion to postpone indefinitely was presented and carried unanimously by voice vote.

ARTICLE 39: APPROPRIATE FOR RECYCLING EXPANSION (PHASE 2)

To see if the Town will vote to raise and appropriate the sum of \$112,000. to continue the construction of the recycling expansion at the Recycling and Transfer Station; to be spent under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer, with the approval of the Selectmen, is authorized to borrow up to \$112,000. for a period up to 20 years, under G.L.C44, s8 (22); or take any other action relative thereto:

A motion to postpone indefinitely the subject matter of Article 39 was offered by Mrs. Sally B. Davis.

Mrs. Davis, Chairman, Board of Selectmen, explained that the Board of Selectmen hopes to defer Articles 39, 40 and 41 and will focus a Fall Special Town Meeting on landfill closing options. The planned closing date for the landfill is January 1, 1998 at an estimated cost of \$5,900,000. Possible options at this time include drop-off and curbside pickup/recycling.

Mrs. Caroline D. Murray suggested having a card passed out at the disposal area advising people what and where to recycle.

Mrs. Davis' motion to postpone was presented and carried unanimously by voice vote.

At 11:15 P.M. Mr. Frederick Waldman moved that the Annual Town Meeting stand adjourned to Monday, May 15, 1995 at 7:30 P.M. at the Newman Elementary School, and it was so voted unanimously.

Theodora K. Eaton, CMC/AAE,
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

Monday, May 15, 1995

Pursuant to adjournment of the Annual Town Meeting held May 10, 1995, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Elementary School on Monday, May 15, 1995, at 7:30 P.M.

Check lists were used and 228 Voters were checked on the list as being present, including 214 Town Meeting Members.

At the designation of Rev. Dawna Keene, President of the Needham Clergy Association, Rev. Darrell Minnich, Pastor, Church of the Good Shepherd, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

A motion to reconsider Article 36 was offered by Mr. Irwin Silverstein. Mr. Silverstein suggested that the funding under Article 36 be increased to include a new sidewalk snow plow. Mrs. Laurel C. Zangerl-Salter concurred stating that the current sidewalk plow is not adequate for senior citizens, children, walkers, even shoppers.

The motion to reconsider Article 36 was presented, and the motion failed to pass by voice vote. Mrs. Sally B. Powers rose to request a division. Town Meeting Member David C. Gerber was sworn in as teller by the Moderator. The motion was again presented, but it failed to pass by a count of hands. The hand count was Yes 82 - No 111.

ARTICLE 40 was previously withdrawn on May 1, 1995.

ARTICLE 41: APPROPRIATE FOR TRANSFER STATION ACCESS ROAD

To see if the Town will vote to raise and appropriate the sum of \$225,000. to re-construct the access road to the Solid Waste Transfer Station; said sum to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

A motion to postpone indefinitely the subject matter of Article 41 was offered by Mrs. Sally B. Davis. The motion was presented and carried unanimously by voice vote.

ARTICLE 42: APPROPRIATE FOR ELIOT SCHOOL PORTABLE CLASSROOM

To see if the Town will vote to raise and appropriate the sum of \$53,000. to relocate two portable classrooms at the Eliot School; said sum to be expended under the direction of the School Committee; determine how such sum shall be raised; or take any other action relative thereto.

A motion to postpone indefinitely the subject matter of Article 42 was offered by Mrs. Sally B. Davis.

In response to an inquiry from Mrs. Deborah S. Winnick, Mr. Karl H. Clauset, Jr., Chairman, School Committee, advised that there were too many projects at one time to oversee. Additionally, there was also a concern about the ability to move the portable classrooms.

Mrs. Davis' motion to postpone indefinitely the subject matter of Article 42 was presented and carried unanimously by voice vote.

ARTICLE 43 was previously withdrawn on May 1, 1995.

ARTICLE 44: APPROPRIATE FOR FIRE DEPARTMENT RADIO UPGRADE

To see if the Town will vote to raise and appropriate the sum of \$45,000. to upgrade the Radio Equipment at the Fire Department; to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

MOVED: That the Town raise and appropriate the sum of \$25,000. to upgrade the Radio Equipment at the Fire Department; to be expended under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer with the Approval of the Selectmen is authorized to borrow \$25,000. for a period up to 5 years under G. L. Ch. 44, s7.

Mr. David F. Eldridge, Jr. addressed this proposal on behalf of the Board of Selectmen.

In response to an inquiry from Mrs. Laurel C. Zangerl-Salter, Fire Chief Robert DiPoli advised that these portable radios are not connected to the school radios.

ACTION: The main motion was presented, but the Moderator was in doubt as to the voice vote. Town Meeting Member Richard S. Creem was sworn in as teller by the Moderator. The motion was again presented and carried by a count of hands. The hand count was Yes 193 - No 2.

ARTICLE 45 was previously withdrawn on May 1, 1995.

ARTICLE 46: APPROPRIATE FOR POLLARD SCHOOL VENTILATION AND AIR CONDITIONING SYSTEM

To see if the Town will vote to raise and appropriate the sum of \$50,000. for the ventilation and air conditioning system in interior classrooms at the Pollard Middle School; to be expended under the direction of the School Committee; determine how such sum shall be raised; or take any other action relative thereto:

MOVED: That the Town raise and appropriate the sum of \$457,400. for the ventilation and air conditioning system in interior classrooms at the Pollard Middle School; said sum to be expended under the direction of the School Committee; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$457,400. for a period up to 20 years under G. L. Ch. 44, s7.

The following Emergency Preamble was offered by Mr. Karl H. Clauset, Jr.: "This is an emergency measure necessary for the immediate preservation of the peace, health, safety or convenience of the Town."

Mr. Karl H. Clauset, Jr., Chairman, addressed this proposal on behalf of the School Committee. He expressed concern at having to bring this request before Town Meeting. He stated that the School Committee cannot guarantee "no mistakes", but will be aggressive on all future projects.

Mr. Mark LaFleur, Director of School Buildings and Grounds, explained that a design review was completed because the Pollard ventilation system was being over manipulated, there was an on-going need to adjust the system, and there was a need for a fresh approach. Finally, they took a step back and had a new team come in to review the system and make recommendations as to what was

wrong with Pollard. The finding included: inadequate exhaust systems, undersized ventilation equipment and ductwork, no cooling provisions for interior rooms, building code violations, incorrect oil piping in boiler room, close proximity of supply and exhaust air grills in many areas, inadequate height of Harris Avenue boiler room chimney or lack of fresh air, noise and over-heating problems, and occasional fossil-fuel exhaust gas odor in building.

The Design Review recommendations include reroute or replace exhaust ductwork, replace undersized unit ventilators, add cooling equipment in appropriate interior rooms, complete unfinished ductwork, replace supply and return oil piping in boiler room to reduce noise caused by pipe vibrations, relocate supply or exhaust air grills currently located in close proximity to each other, and extend height of Harris Avenue boiler room chimney by 8 feet to prevent combustion gases from entering the building. Mr. LaFleur also presented the proposed renovation schedule and stressed the importance of bringing all the pieces together.

Mrs. Sheila Spector, Chairman, Board of Health, indicated the need to both realize and remedy the serious health problems at the Pollard School.

Mr. Paul O'Connor, Chairman, stated that the Finance Committee recommends adoption of this proposal. He noted that this project was anticipated and has been provided for in the budgetary process.

Mr. A. Raymond Tarausi, member, advised that the Pollard Health and Safety Advisory Committee supports the proposed corrective actions.

After a lengthy discussion, a motion to move the previous question was offered by Mr. Thomas M. Harkins. The motion was presented and carried by voice vote.

ACTION: The main motion, with the Emergency Preamble, was presented and carried by a count of hands. The hand count was Yes 202 - No 9.

VOTED: That the Town raise and appropriate the sum of \$457,400. for the ventilation and air conditioning system in interior classrooms at the Pollard Middle School; said sum to be expended under the direction of the School Committee; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$457,400. for a period up to 20 years under G. L. Ch. 44, s7. Emergency Preamble: This is an emergency measure necessary for the immediate preservation of the peace, health, safety or convenience of the Town.

ARTICLE 47: APPROPRIATE FOR SCHOOL SIDEWALK RECONSTRUCTION

To see if the Town will vote to raise and appropriate the sum of \$25,000. to repair, repave or reconstruct certain sidewalks at various locations; said sum to be expended under the direction of the Board of Selectmen; determine how such sum shall be raised; or take any other action relative thereto.

MOVED: That the Town raise and appropriate \$25,000. to repair, repave or reconstruct certain sidewalks at various locations; said sum to be spent under the direction of the Board of Selectmen; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$25,000. for a period up to 5 years under G. L. Ch. 44, s7.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 48 was previously withdrawn on May 1, 1995.

ARTICLE 49 was previously adopted unanimously on May 8, 1995.

ARTICLE 50: AMEND TOWN CHARTER - SECTION 17

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court, in compliance with section eight of Article II of the Amendments to the Constitution as most recently amended by Article LXXXIX of the Amendments to the Constitution, for the enactment of a special law to amend Section 17 of the Town Charter, by deleting said Section 17 in its entirety and replacing it with the following new section; "Section 17: There shall continue to be a school committee for the town consisting of three, five, six, seven, or nine members elected at each annual town election for a term of three years as the town may vote. The school committee shall have the powers, duties, responsibilities and functions vested in school committees by the laws of the Commonwealth, and as delegated to it by the town which are not inconsistent with the laws of the Commonwealth."

This act shall not take affect until it is approved by the Town.

or take any other action relative thereto.

MOVED: That the Town authorize the Board of Selectmen to petition the General Court, in compliance with section eight of Article II of the Amendments to the Constitution as most recently amended by Article LXXXIX of the Amendments to the Constitution, for the enactment of a special law to amend Section 17 of the Town Charter, by deleting said Section 17 in its entirety and replacing it with the following new section; "Section 17: There shall continue to be a school committee for the town consisting of three, five, six, seven, or nine members elected at each annual town election for a term of three years as the town may vote. The school committee shall have the powers, duties, responsibilities and functions vested in school committees by the laws of the Commonwealth, and as delegated to it by the town which are not inconsistent with the laws of the Commonwealth. This act shall not take affect until it is approved by the Town."

Mrs. Sally B. Davis, Chairman, addressed this proposal on behalf of the Board of Selectmen. Mrs. Davis advised that Massachusetts General Laws give the School Committee custody and control of school buildings and the purpose of this Charter amendment is to remove any legal conflicts between the Town Charter and the new Town General By-Law section 2.12 creating the Municipal Building Maintenance Board approved under Article 6 at the November 21, 1994 Special Town Meeting.

Mr. Karl H. Clauset, Jr., Chairman, advised that the School Committee recommends not approving this article until we see how the Municipal Building Maintenance Board works. He further noted that the School Committee agrees with the concept and and believes that the following year is the year to test this hypothesis.

Mr. Paul O'Connor, Chairman, advised that the Finance Committee recommends adoption of this article.

ACTION: The mian motion was presented and carried by voice vote.

ARTICLE 51: AMEND GENERAL BY-LAWS, SECTION 10.2.2.6 D

To see if the Town will vote to amend Section 10.2.2.6 of the General By-laws by deleting paragraph 10.2.2.6 D in its entirety and replacing it with a new paragraph 10.2.2.6 D as follows:

All other Board of Health Regulations

Enforcement Agent:	Any Board of Health Agent
Fine Schedule:	Up to \$300 per offense

or take any other action relative thereto.

MOVED: That the Town will vote to amend Section 10.2.2.6 of the General By-laws by deleting paragraph 10.2.2.6 D in its entirety and replacing it with a new paragraph 10.2.2.6 D as follows:

All other Board of Health Regulations

Enforcement Agent:	Any Board of Health Agent
Fine Schedule:	Up to \$300 per offense

Mrs. Rachel Spector, Chairman addressed this proposal on behalf of the Board of Health. She indicated the need to increase the fine limit, particularly violations under retail sales of tobacco.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 52: AMEND GENERAL BY-LAWS; SECTION 4.4.1. RE: LICENSES ON PREMISES WHEN REAL ESTATE TAXES ARE NOT PAID

To see if the Town will vote to amend Article 4 of the General By-Laws, Licenses and Permits, Section 4.4.1., Denial, Revocation for Failure to Pay Municipal Taxes, in Paragraph 4.4.1.2. by adding to the end of the second line of the first paragraph as it appears in the General By-Laws, June 1993 Compilation, after the words "tax collector" by deleting the semicolon thereafter and adding the following words "or with respect to any activity, event or other matter which is the subject of such license or permit and which activity, event or matter is carried out or exercised or is to be carried out or exercised on or about real estate whose owner has neglected or refused to pay local taxes, fees, assessments, betterments or any other municipal charges."

And to amend Paragraph 4.4.1.4., by substituting for the term "Chapter 268" as it appears in said paragraph, the term "Chapter 268A".

or take any other action relative thereto.

MOVED: That the Town amend Article 4 of the General By-Laws, Licenses and Permits, Section 4.4.1., Denial, Revocation for Failure to Pay Municipal Taxes, in Paragraph 4.4.1.2. by adding to the end of the second line of the first paragraph as it appears in the General By-Laws, June 1993 Compilation, after the words "tax collector" by deleting the semicolon thereafter and adding the following words "or with respect to any activity, event or other matter which is the subject of such license or permit and which activity, event or matter is carried out or exercised or is to be carried out or exercised on or about real estate whose owner has neglected or refused to pay local taxes, fees, assessments, betterments or any other municipal charges."

And to amend Paragraph 4.4.1.4., by substituting for the term "Chapter 268" as it appears in said paragraph, the term "Chapter 268A".

In response to an inquiry from Mr. Gerald R. Browne, Mr. Carl Valente, Town Administrator, explained that the Town previously could withhold licenses and permits for non-payment of taxes. Massachusetts General Laws recently broadened the authority to include any activity in which a real estate owner has not paid any municipal charges.

Mr. David L. Gillmeister expressed concern that a businessman could, in fact, be denied a license or permit because the landlord failed to pay a municipal charge, and urged a no vote on this proposal. Also speaking in opposition of this article were Town Meeting Members Ford H. Peckham, Walter E. Hobson, and Betsy M. Tedoldi.

In response to an inquiry from Mr. George Tarello, Mr. Valente noted that the Town collects 97% of the Real Estate taxes the first year and 98% within the second year.

After a brief discussion, a motion to move the previous question was offered by Mr. Frederick Waldman. The motion was presented and carried by voice vote.

ACTION: The main motion was presented and carried by voice vote. Mr. Jonathan M. Davis rose to request a division and was joined by twenty Town Meeting Members. The motion was again presented and carried by a count of hands. The hand count was Yes 118 - No 55.

Article 53 was previously adopted unanimously on May 1, 1995.

Article 54 was previously adopted unanimously on May 1, 1995.

ARTICLE 55: AMEND GENERAL BY-LAWS, SECTION 2.7.3

To see if the Town will vote to amend Section 2.7.3 of the Town's General By-laws by adding a new section title as follows:

"2.7.3 Future School Needs Committee"

and by deleting from the first line of the current by-law the phrase, "Section 2.7.3" and replacing it with the phrase, "Section 2.7.3.1".

or take any other action relative thereto.

MOVED: That the Town its General By-laws by adding a new section title as follows:

"2.7.3 Future School Needs Committee"

and by deleting from the first line of the current by-law the phrase, "Section 2.7.3" and replacing it with the phrase, "Section 2.7.3.1".

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 56 was previously adopted unanimously on May 1, 1995.

ARTICLE 57: ESTABLISH A PUBLIC BUILDINGS DESIGN REVIEW COMMITTEE

To see if the Town will vote to establish: A Needham Public Buildings Design Review Committee which shall be formed whose purposes will be as follows:

a. To establish professional and objective procedures in order to secure the highest quality design services and construction for all public building projects in the Town of Needham;

b. To protect the best interests of the Town whenever construction or substantial modification for a public building is proposed or implemented.

Its function will be to provide over-all direction for proposed capital outlay programs as they relate to public buildings, determine priority for projects, coordinate any proposal for an addition, renovation, or substantial modification, or new construction to or for a public building; and provide necessary oversight.

A Needham Public Buildings Design Review Committee shall work cooperatively with the Finance Committee, reviewing all public building proposals, and make recommendations to the Finance Committee for scheduling them. The Finance Committee shall make any final recommendations for inclusion in the warrant, or postponement, based upon its determination of the Town's ability to fund.

Membership on the Needham Public Buildings Design Committee shall consist of seven (7) people with primary experience in the area of construction. The following professions shall be represented: Architect, construction administrator, mechanical engineering, electrical engineering, plumbing and heating, commercial general contractor, and accounting. Appointments shall be made for a period of two years; and shall be made by the Moderator (4), the Board of Selectmen (3). In order to provide for staggered terms, the Moderator will make initial appointments for one year, and the Selectmen for two years. Thereafter, appointments will be for a period of two years.

Procedures to be followed:

1. Capital outlay proposals for construction, renovation or other type of modification, or demolition of a public building will be made to the Finance Committee.

2. Such proposals shall then be submitted to the Needham Public Building Design Review Committee to determine that the proposal is needed, adequate, and feasible.

3. Upon recommendation by the Design Review Committee, the Finance Committee shall determine the Town's ability to fund the recommended project; and make a recommendation to the Town Meeting for necessary action.

4. If Town Meeting acts to form a specific building committee for a specified project (with membership as provided by Town By-laws), said committee will operate according to procedures established by the Design Review Committee; and understand that the Design Review Committee retains oversight authority over a specifically designated building committee. It shall also be the policy of the Town that any building committee is responsible to Town Meeting, rather than to a town agency or department or other town body.

Before requesting bids from qualified architects for preparation of conceptual plans, possible site plans, and preliminary specifications, the RFB shall be approved by the Design Review Committee.

The Design Review Committee shall consider project plans, designs, and specifications not only in terms of the details of layout and construction, but also in terms of site and its surrounding area.

Prior to recommending that the project proceed to its detailed phase and the preparation of construction drawings, the Design Review Committee shall determine the acceptance of the project in terms of the consistency and compatibility of such designs and plans

with the Town's comprehensive capital outlay plan; and other pertinent planning and analytical studies.

Once each of the stages has met approval, site plans, including building floor plans and architectural schematics - leading to a final set of construction drawings, shall be reviewed and approved by the Design Review Committee.

Approval of construction bids shall be made by the Design Review Committee. Once bids are awarded, no change order may be made without approval of the Design Review Committee - according to procedures established by it.

The Design Review Committee shall maintain all records of construction of public buildings within its files.

The Design Review Committee shall have such assistance as is reasonably necessary for the exercise of its responsibilities provided by the Department of Public Works.

Procedures to be followed re: budget development and recommendations for action to the Town Meeting shall be developed by the Finance Committee;

or take any other action relative thereto.

MOVED: That the Town establish A Needham Public Building Design Review Committee which shall be formed whose purposes will be as follows:

a. To establish professional and objective procedures in order to secure the highest quality design services and construction for all public building projects in the Town of Needham;

b. To protect the best interests of the Town whenever construction or substantial modification for a public building is proposed or implemented.

Its function will be to provide over-all direction for proposed capital outlay programs as they relate to public buildings, determine priority for projects, coordinate any proposal for an addition, renovation, or substantial modification, or new construction to or for a public building; and provide necessary oversight.

A Needham Public Buildings Design Review Committee shall work cooperatively with the Finance Committee, reviewing all public building proposals, and make recommendations to the Finance Committee for scheduling them. The Finance Committee shall make any final recommendations for inclusion in the warrant, or postponement, based upon its determination of the Town's ability to fund.

Membership on the Needham Public Buildings Design Committee shall consist of seven (7) people with primary experience in the area of construction. The following professions shall be represented: Architect, construction administrator, mechanical engineering, electrical engineering, plumbing and heating, commercial general contractor, and accounting. Appointments shall be made for a period of two years; and shall be made by the Moderator (4), the Board of Selectmen (3). In order to provide for staggered terms, the Moderator will make initial appointments for one year, and the Selectmen for two years. Thereafter, appointments will be for a period of two years.

Procedures to be followed:

1. Capital outlay proposals for construction, renovation or other type of modification, or demolition of a public building will be made to the Finance Committee.

2. Such proposals shall then be submitted to the Needham Public Building Design Review Committee to determine that the proposal is needed, adequate, and feasible.

3. Upon recommendation by the Design Review Committee, the Finance Committee shall determine the Town's ability to fund the recommended project; and make a recommendation to the Town Meeting for necessary action.

4. If Town Meeting acts to form a specific building committee for a specified project (with membership as provided by Town By-laws), said committee will operate according to procedures established by the Design Review Committee; and understand that the Design Review Committee retains oversight authority over a specifically designated building committee. It shall also be the policy of the Town that any building committee is responsible to Town Meeting, rather than to a town agency or department or other town body.

Before requesting bids from qualified architects for preparation of conceptual plans, possible site plans, and preliminary specifications, the RFB shall be approved by the Design Review Committee.

The Design Review Committee shall consider project plans, designs, and specifications not only in terms of the details of layout and construction, but also in terms of site and its surrounding area.

Prior to recommending that the project proceed to its detailed phase and the preparation of construction drawings, the Design Review Committee shall determine the acceptance of the project in terms of the consistency and compatibility of such designs and plans with the Town's comprehensive capital outlay plan; and other pertinent planning and analytical studies.

Once each of the stages has met approval, site plans, including building floor plans and architectural schematics - leading to a final set of construction drawings, shall be reviewed and approved by the Design Review Committee.

Approval of construction bids shall be made by the Design Review Committee. Once bids are awarded, no change order may be made without approval of the Design Review Committee - according to procedures established by it.

The Design Review Committee shall maintain all records of construction of public buildings within its files.

The Design Review Committee shall have such assistance as is reasonably necessary for the exercise of its responsibilities provided by the Department of Public Works.

Procedures to be followed re: budget development and recommendations for action to the Town Meeting shall be developed by the Finance Committee.

The Moderator stated that Mr. William M. Powers will ask Town Meeting Members to vote no on the original motion and then will offer another main motion.

A motion to continue to a time certain; specifically until Article 58 has been disposed of, was offered by Mr. Gerald A. Wasserman.

Mr. Wasserman explained that Article 58 is a study committee and the subject matter of Article 57 could be referred to that committee.

Mr. Wasserman's motion to continue to a time certain was presented and carried unanimously by voice vote.

ARTICLE 58: ESTABLISH TOWN BUILDING STUDY COMMITTEE

To see if the Town will vote to create a Town Building Study Committee consisting of five members: two appointed by the Board of Selectmen, one of which shall be a member of a former or existing building committee; one appointed by the School Committee; one appointed by the Park and Recreation Commission; and one appointed by the Trustees of the Needham Public Library. Said Study Committee shall examine whether the Town should create a permanent building committee to oversee the design, bidding, construction, renovation or repair of all Town buildings and structures. Said Study Committee shall report back to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town create a Town Building Study Committee consisting of five members: two appointed by the Board of Selectmen, one of which shall be a member of a former or existing building committee; one appointed by the School Committee; one appointed by the Park and Recreation Commission; and one appointed by the Trustees of the Needham Public Library. Said Study Committee shall examine whether the Town should create a permanent building committee to oversee the design, bidding, construction, renovation or repair of all Town buildings and structures. Said Study Committee shall report back to the next Annual Town Meeting or sooner.

A motion to amend by inserting after the words "permanent building committee" the words "or appoint a qualified individual(s)" was offered by Patricia A. Forte.

A motion to amend by changing the word "five" to "seven" and to add after the word "members" the words "two appointed by the Moderator" was offered by Mr. Gerald A. Wasserman.

Mr. Wasserman, member, addressed this proposal on behalf of the School Committee. He explained that the School Committee would like to create a permanent professional building committee which would carryover from one project to the next. He urged support of Article 58 and referral of the content of Article 57 to this committee.

Mr. Irwin Silverstein expressed concern with the need to create another committee since there was already a School Department Facilities Building Committee created under Article 37 of the 1991 Annual Town Meeting and continued this year under Article 63.

A motion to discuss Articles 57 and 58 together and vote on them separately was offered by Mr. William M. Powers. The motion was presented and carried unanimously by voice vote.

Mr. William M. Powers addressed the proposal and urged support of Article 57.

Mr. Paul Theodore Owens, Vice Chairman, addressed this proposal on behalf of the Board of Selectmen. He indicated that a choice must be made between Article 57 and 58 and because there are questions, his recommendation is to refer the subject matter of Article 57 to the Town Building Study Committee under Article 58.

Mr David C. Gerber, member, Planning Board, concurred with Mr. Owens' recommendation. He indicated that there are several issues which need to be addressed including state statutes, town By-Laws, as well as construction/contract laws.

A motion to move the previous question was offered by Mr. John F. Milligan. The motion was presented and carried unanimously by voice vote.

Ms. Forte's motion to amend was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented, but it failed to pass by voice vote.

Mr. Wasserman's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried by voice vote.

VOTED: That the Town create a Town Building Study Committee consisting of seven members: two appointed by the Moderator; two appointed by the Board of Selectmen, one of which shall be a member of a former or existing building committee; one appointed by the School Committee; one appointed by the Park and Recreation Commission; and one appointed by the Trustees of the Needham Public Library. Said Study Committee shall examine whether the Town should create a permanent building committee to oversee the design, bidding, construction, renovation or repair of all Town buildings and structures. Said Study Committee shall report back to the next Annual Town Meeting or sooner.

ARTICLE 57: ESTABLISH A PUBLIC BUILDINGS DESIGN REVIEW COMMITTEE

A motion to refer the subject matter of Article 57 to the study committee created under Article 58 was offered by Mr. Gerald A. Wasserman. The motion was presented and carried unanimously by voice vote.

ARTICLE 59: ESTABLISH A STUDY COMMITTEE ON SCHOOL FINANCING

To see if whether the Town will vote to establish a committee to make a study and investigation of the constitutional issues arising from the present use by the Commonwealth of the property tax to fund the operating costs of the public schools within the Town, and state mandates to the School Committee and Department, including, but not limited to, the following: (a) The imposition of said tax at rates which vary from one municipality to another rather than at a uniform rate statewide, to support a public school system which the Supreme Judicial Court has declared to be a state function and responsibility and not a municipal one (See McDuffy vs. Secretary, 415 Mass. 545, 1993); (b) the continued use of said property tax to fund state mandates to the public schools in ways which impair the capacity of school committees to assure to every pupil the "adequate education" required by the State constitution; (c) any resulting denial to the school children and property owners of the Town of the equal protection of the laws; and (d) the role, if any, which these uses of the property tax to fund the public schools impair: the capacity of persons of moderate and low income to retain, acquire or rent housing within the Town, thereby "Scarsdaling" housing patterns in the Metropolitan Area; direct said study committee to report its findings and recommendation as to legal or other action by the Town to the Town at the 1996 Annual Town Meeting or sooner; provide an appropriation to said study committee.

or take any other action relative thereto.

MOVED: That the Town establish a committee to make a study and investigation of the constitutional issues arising from the present use by the Commonwealth of the property tax to fund the operating costs of the public schools within the Town, and state mandates to the School Committee and Department, including, but not limited to, the following: (a) The imposition of said tax at rates which vary from one municipality to another rather than at a uniform rate statewide, to support a public school system which the Supreme

Judicial Court has declared to be a state function and responsibility and not a municipal one (See McDuffy vs. Secretary, 415 Mass. 545, 1993); (b) the continued use of said property tax to fund state mandates to the public schools in ways which impair the capacity of school committees to assure to every pupil the "adequate education" required by the State constitution; (c) any resulting denial to the school children and property owners of the Town of the equal protection of the laws; and (d) the role, if any, which these uses of the property tax to fund the public schools impair the capacity of persons of moderate and low income to retain, acquire or rent housing within the Town, thereby "Scarsdalising" housing patterns in the Metropolitan Area; direct said study committee to report its findings and recommendation as to legal or other action by the Town to the Town at the 1996 Annual Town Meeting or sooner

The Moderator announced that Mr. James Hugh Powers will ask Town Meeting Members to vote no on his main motion and Mr. Daniel P. Matthews will ask Town Meeting Members to vote in the affirmative on his main motion.

Mr. James Hugh Powers urged support of Mr. Matthews second main motion and expressed concern with what the Legislature is doing to the public school system.

Mr. Matthews indicated that this is an important subject and that excessive amounts on the property tax unfairly burdens senior taxpayers. There is no consensus in the state on an alternative to the real estate tax. He expressed concern that shifting the tax burden will ultimately result in higher taxes for many residents.

Mr. Karl H. Clauset, Jr., Chairman, urged support for Mr. Matthews' motion on behalf of the School Committee.

ACTION: Mr. Powers' motion was presented, but it failed to pass by voice vote.

MOVED: That the Town Meeting vote:

a. To establish a Special Committee on School Finance, to consist of two persons appointed by the Moderator, two persons appointed by the School Committee, two persons appointed by the Board of Selectmen, and one person appointed by the Council on Aging,

b. that said Special Committee be authorized to make a study and investigation of the issues arising from the present reliance by the Commonwealth on the property tax as the primary funding source for the operating costs, including the costs of state and federal mandates, of the public schools, such study to include the subject matter of Article 59 as printed in the 1995 Annual Town Meeting Warrant, and

c. that said Special Committee report its findings and recommendations to the 1996 Annual Town Meeting or sooner.

ACTION: Mr. Matthews' main motion was presented and carried unanimously by voice vote.

ARTICLE 60: CONTINUE COMMUNITY CENTER STUDY COMMITTEE

To see if the Town will continue the Community Center Study Committee established by vote of the 1994 Annual Town Meeting under Article 59, to direct and authorize said committee to study the options for providing a community facility that may meet the current and future needs for youth, recreation, cultural and senior programs; said Committee shall report back to the next Annual Town Meeting or sooner; or take any other action relative

thereto.

MOVED: That the Town continue the Community Center Study Committee established by vote of the 1994 Annual Town Meeting under Article 59, to direct and authorize said committee to study the options for providing a community facility that may meet the current and future needs for youth, recreation, cultural and senior programs; said Committee shall report back to the next Annual Town Meeting or sooner.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 61: CONTINUE PARKING FACILITIES STUDY COMMITTEE

To see if the Town will vote to continue the Parking Facilities Study Committee initially established by vote of the Town under Article 4 of the Special Town Meeting in May 1986 and amended under Article 61 of the 1994 Annual Town Meeting; direct and authorize said Committee to study the parking needs and problems of the community; and report its recommendations to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Parking Facilities Study Committee initially established by vote of the Town under Article 4 of the Special Town Meeting in May 1986 and amended under Article 61 of the 1994 Annual Town Meeting; direct and authorize said Committee to study the parking needs and problems of the community; and report its recommendations to the next Annual Town Meeting or sooner.

ACTION: The main motion was presented and carried unanimously by vote.

ARTICLE 62 was previously adopted unanimously on May 1, 1995.

ARTICLE 63: CONTINUE SCHOOL DEPARTMENT FACILITIES BUILDING COMMITTEE

To see if the Town will vote to continue the School Department Facilities Building Committee, as originally established by vote under Article 37 of the 1991 Annual Town Meeting; to study and develop plans for the construction, reconstruction, alteration, enlargement, renovation or expansion of the facilities under the jurisdiction of the School Department and to serve as the core of any Committee later established to oversee the development and implementation of plans for work on a particular facility; said committee members to be appointed by the School Committee and said members shall include but not be limited to the Superintendent or his designee, one or more representatives of the School Committee and all those persons required by section 2.7.2.1 of the General By-laws of the Town of Needham; direct and authorize said Committee to report its findings and recommendations at the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the School Department Facilities Building Committee, as originally established by vote under Article 37 of the 1991 Annual Town Meeting; to study and develop plans for the construction, reconstruction, alteration, enlargement, renovation or expansion of the facilities under the jurisdiction of the School Department and to serve as the core of any Committee later established to oversee the development and implementation of plans for work on a particular facility; said committee members to be

appointed by the School Committee and said members shall include but not be limited to the Superintendent or his designee, one or more representatives of the School Committee and all those persons required by section 2.7.2.1 of the General By-laws of the Town of Needham; direct and authorize said Committee to report its findings and recommendations at the next Annual Town Meeting or sooner.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 64 was previously adopted unanimously on May 1, 1995.

At this time the Moderator expressed his appreciation to the many people who have served on committees, as volunteers, as Town Meeting Members. In particular he expressed his appreciation to Bill Miles and Cindy Chaston, who are retiring from the Finance Committee. He noted that Needham is a bedroom community and its greatest asset is its people. As a Town Meeting Family, we are concerned about our children and our schools - not only the operating budget, not only the Future School Needs Committee or the School Safety Committee. We are concerned about the current political arena: the campaigners who come from outside the town; the candidate's sign covered by the opponents or the sign taken down; the sign taken off a car; the hostility, anger, insults, uncontrolled emotions at an open meeting; the committee member followed to the car and told that the he/she was the worst thing to happen to the town, quit; the board chairman who was called a Nazi after a meeting; two board members with slashed car tires; nails strewn in home driveways; threatening phone calls; one potential candidate not run because of the above atmosphere. We are concerned about these things, and YOU must be concerned and speak out when such thoughts or deeds become apparent to you. We must savor our asset, the Needhamites who are willing to serve. Make certain that the atmosphere is conducive to their service. Needham is a treasure of a town, but we must adjust it in these times. We must preserve it. That is YOUR and MY challenge. Town Meeting is the bulwark of much of the effort. We have made many adjustments and survived many growing pains. Collectively, using the Town Meeting form of government, there is nothing which we cannot resolve.

MOVED: Under Article 65, the following motion was offered by Mr. Laurence G. Eaton:

That the Town vote to create the Needham Cemetery Study Committee to consist of five members, two of whom shall be from the present Board of Directors of the Needham Cemetery Association, one a member of the Board of Selectmen, one a member of the Finance Committee, and one an attorney appointed by the Board of Selectmen; direct and authorize said Committee to study the feasibility of the Town of Needham acquiring the ownership and management of the Needham Cemetery; said Committee to report to the next Annual Town Meeting or sooner.

Mr. Eaton explained that the Carter Company and family members had taken control of the Needham Cemetery approximately 75 years ago and that there are now only three members on the Board of Directors, two of whom are in their seventies. At some point in the future, the Town could find itself without a cemetery or anyone to oversee it.

A motion to amend to add the words "or receiving" after the word "acquiring" was offered by Mr. David W. Kunhardt. Mr. Kunhardt's motion to amend was presented, but it failed to pass by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

MOVED: Under Article 65, the following Resolution was offered by Mrs. Sally B. Powers:

The following Resolution is offered to honor and remember those affected by the terrorist attack in Oklahoma City.

The tragedy that happened in Oklahoma City touched the lives of every American who understands the real meaning of democracy and the value of life. We condemn such immoral acts of violence.

We saw pictures and heard stories of the terror that stole the lives of innocent men, women, and children - leaving emptiness and sorrow in the lives of those who loved them.

We saw a community come together to share grief, to comfort each other, to find ways to heal, and to rise above a tragedy that knew no bounds.

We in Needham are part of that extended community. Through this Resolution we seek to extend our sympathy to all those affected; and to express our admiration for the courage and compassion demonstrated by so many citizens of Oklahoma City.

As fellow Americans we may be separated by distance but not by conviction. We stand with you as you rebuild your lives and community.

ACTION: The Resolution was presented and carried unanimously by voice vote.

MOVED: Under Article 65, the following Resolution was offered by the Board of Selectmen:

RESOLUTION

In Memory of Julius Fedel

WHEREAS: Julius Fedel was born in Boston on March 17, 1896, and in 1945 settled in Needham with his wife Sylvia and children Robert and Nancy; and

WHEREAS: Julius was appointed Needham Civil Defense Director in May 1962 and remained in that position until his death on March 17, 1995; and

WHEREAS: Julius was a veteran of World War I and a member of American Legion Post 14 and Lt. Manson H. Carter Post Veterans of Foreign Wars of Needham; and

WHEREAS: Julius was an active Mason, a member of the Newton Royal Arch Chapter, Gethsemane Commandery, Scottish Rite Bodies of Boston, Aleppo Temple Shrine and Royal Order of Jesters, and past captain of the Aleppo Mounted Patrol; and

WHEREAS: Julius was a true humanitarian who gave over 2,500 hours of volunteer service to the Shriners Burn Institute; and

WHEREAS: Julius was a member and past president of the Needham Exchange Club, a past district

director of the New England Exchange, and was honored as "Exchangeite Extraordinary" and was a recipient of "The Book of Golden Deeds Award"; and

WHEREAS: Julius served as an elected Town Meeting Member for 32 years, and

WHEREAS: His devoted service to the Town will long be remembered by all its citizens;

NOW, THEREFORE BE IT RESOLVED by this body that the 1995 Annual Town Meeting be dissolved in honor of the many contributions to the Town of Needham by our friend and colleague, Julius Fedel.

ACTION: AT 11:50 P.M. said Resolution was presented and carried unanimously by voice vote.

Theodora K. Eaton, CMC/AAE
Town Clerk

a true copy
ATTEST:

3050 : 2

